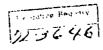
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28 JUN 1972

Mr. Tennont H. Bagiey

Dear Petes

As you reach the end of your active career of Government service, I want to join your friends and colleagues in wishing you continued success and satisfaction in your retirement.

You have been privileged to face the challenge of important responsibilities during your more than twenty-five years of service to your country. The success with which you have met this challenge should be a source of lasting gride to you.

May I'extend to you, personally and officially, my sincere appreciation for the important work youhave done and my warmest hopes that you will find full enjoyment to the years ahead.

Sincerely,

ent Richard Holans

Richard Holms Director

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Originator:

Director of Personnel

/s/Harry L. Fisher

OP/RAD/ROB/PJSeidel:jat/3257 (21 June 1972)

### Administrative - internal use only

30 June 1972

### MEMORANDUM FOR THE RECORD

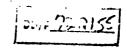
SUBJECT: Retirement - Tennent H. Bagley

- 1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.
- 2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

Chiai

Retirement Affairs Division

# SECRET



1 2 MAY 1972

MEMORANDUM FOR: Tennent H. Bagley

SUBJECT

: Involuntary Retirement Under the CIA Retirement

and Disability System

- 1. This will confirm a previous discussion with you concerning the problem of a surplus in your career service of on-duty strength in relation to new reduced ceiling and the consequent need to effect a reduction in personnel. At that time you indicated your willingness to assist your career service in reaching its reduced personnel ceiling by accepting involuntary retirement.
- 2. Accordingly, and in order to establish the necessary conditions for involuntary retirement under CIARDS, I have determined that you are surplus to the needs of your career service and will recommend your retirement to the Director, effective 30 June 1972.
- 3. I urge you to contact the Retirement Affairs Division, Office of Personnel, where every effort will be made to provide whatever information and assistance you may need in preparing for your proposed retirement.

Thomas H. Karanessines Deputy Director for Plans

NOTED:\_\_\_*[*\_

Employee Signature

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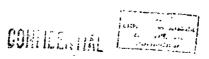
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## CIA RETIREMENT AND DISABILITY SYSTEM Request for Retirement

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5 May 1970

MEMORANDUM FOR: Secretary, CSCS Board

Recommendation for Promotion to GS-17 -Mr. Tennant H. Bagley

1. It is recommended that Mr. Tennent H. Bagley be promoted to GS-17. He has been in grade as GS-16 since June 1965 and has served as COS in Brussels since August 1967. His previous assignment was as Deputy Chief, SB Division.

2. The reasons for this promotion are amply covered in my fitness report of this same date. I have just returned from an extensive trip through the European area, during which I had a chance to see and talk with a very large number of officers

Pete Bagley is one of two whom I am recommending for promotion as a result. He is one of our very finest station chiefs, possessed of imagination, intellect and ability personally to handle operations which very few of his colleagues can match. He is one of those on whom the future of the Organization is going to depend, and I believe that the promotion is more than justified.

/8/

John L. Hart Chief European Division

13 August 1970

Acting Chief, EUR Division, confirmed this nomination for the

Fall 1970 Review.

Rughany

Robert W. Sheay Secretary, Clandestine Service Career Service Bd

Not Promoted by SCS Boned ! Dep 70: 63

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19 JAN 1967

MEMORANDUM FOR: Director of Central Intelligence

THROUGH

Deputy Director for Plans

SUBJECT

Appointment of Mr. Tennent H. /Bagleyas Chief of Station, Brussels, Belgium

1. The appointment of Mr. Tennent H. Bagley as Chief of Station, Brussels, Belgium, effective on or about 15 June 1967, is recommended. Mr. Bagley would replace Mr. William D. O'Ryan.

2. Mr. Bagley has been an employee of the Agency since July 1950, and is presently assigned as an Operations Officer, Deputy Chief, Soviet Bloc Division, GS-16. A biographic profile, including information regarding his Agency experience and training, is attached.

European Division

1 Attachment Biographic Profile (Parts 1 & 2)

APPROVAL RECOMMENDED:

Deputy Director Flans

The recommendation in paragraph 1 is APPROVED:

27 JAN 367

of Central Intelligence

Date



3 October 1966

NEMORANDUM FOR:

Mr. Robert W. Sheay

Secretary

Clandestine Services Career Service Board

SUBJECT:

Mr. Tennent H. Bagley Promotion to GS-17

- 1. Mr. Bagley was promoted to GS-16 on 6 June 1965. At that time he was Chief, CI Group, SR Division. On 1 September 1965 he was appointed Deputy Division Chief, SR Division. As his fitness reports attest, his performance in that position was outstanding and when in May 1966 the Soviet Bloc Division was created he was named Deputy Division Chief of the new Division.
- 2. There is little that need be added to previous fitness reports in my evaluation of Mr. Bagley's current performance. It continues to be that of a dedicated and gifted officer whose energies and extensive substantive knowledge make a vital contribution to one of the top priority programs of the Clandestine Services. Much more important, in considering Mr. Bagley for promotion to the next level of the supergrades, is his potential for additional growth and responsibility. He would be capable now aftaking charge of a field station, particularly one with

With time (he is forty-one) he will be capable of assuming the senior position in any division or staff in the CS. He is clearly one of the outstanding officers in our service.

> Marid E. Murphy Chief, Soviet Bloc Division

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DD/P 6-1089 16 March 1966

MEMORANDUM FOR: All Staff and Division Chiefs

SUBJECT : Appointment of a Clandestine Services Career Trainee Selection Board

1. A Clandestine Services Career Trainee Selection Board (hereafter called The Board) is hereby appointed, composed of the following officers:

Robert Anderson - Member

Tennant Bagley - Member

Bruce Cheever - Chairman

Lewis Lapham - Member

Edward Ryan - Member

- 2. The Board will review all files and assessments of CTs who have finished the Operational Familiarization Course, and who are candidates for admission to the Clandestine Services. The Board will interview each candidate and, after due deliberation, will either accept or reject the CT for service in the Clandestine Services. Rejection by The Board will proclude the attendance by the CT at the Operations Course. CT's so rejected will be turned back to the CIA Office of Personnel for disposition.
- 3. In interviewing the CT candidate The Board will:
  - a. Attempt to determine the CT's motivation and suitability for service in the CS.
  - b. Evaluate the CT's training to date based on his record in the Introduction to Communism, Agency Orientation, Introduction to Intelligence Techniques and the Operational Familiarization Course. If the CT has served in an attached capacity with one of the Staffs or Divisions upon completion of the OFC, the assessment of that Staff or Division on the CT's performance and potential will be taken into consideration on his overall evaluation.
  - c. Review the CT's assessment by the A & E Staff.

SECRET .

- d. Attempt to determine the following:
- (1) The CT's willingness to serve overseas as directed by the CS.
- (2) The mobility and suitability of the CT's family, if any, for overseas service.
- (3) What future does the CT foresee for himself in the CS. Where does he want to go; where does he think he is going.
- (4) Any reservation the CT may express or imply as to his participation in the Special Operations Course.
- (5) Such other items—as The Board may consider relevant in the interview of specific candidates.
- o. Prepare a Memorandum of Record expressing the opinion of The Board and any observations or recommendations The Board may wish to record on its interview of the CT. Such M/R will become a part of the permanent file of the CT.
- 4. The Board will meet beginning on April 13, 1966, in Room 3-C-28, for half days, and will continue until all CT's are interviewed. The Chairman may call for such additional sessions as are necessary to complete The Board's work.
- 5. DDP/TRO will act as Secretary to The Board and will be responsible for coordination with OTR to ensure the presence of the CT's for the interview and that appropriate assessment records in the hands of OTR are available to The Board.
- 6. CSPS will provide administrative support to The Board, and will ensure that CT's now attached to the Staffs and Divisions are present for the interview and

that the assessment by the Staffs and Divisions is available to The Board.

7. The method of CT selection outlined above supersedes previous selection procedures employed by the CS in determining CT acceptance into the CS.

> Desmond FitzGerald Deputy Director for Plans

Distribution:

2 - each Staff & Division Chief 1 - each DDP Training Officer

1 - each DDP Senior Training Officer

2 - DC/FI (Mr. Anderson)
1 - DC/SR (Mr. Bagley)
1 - C/SOD (Mr. Cheever)
1 - DC/CA (Mr. Lapham)
1 - DC/WE (Mr. Ryan)

5 - C/CSPS (for file)

1 - Director of Training

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1 - Deputy Director of Training1 - Chief, Career Trainee Program

1 - COS/Isolation

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S E C k E T (When Filled In)

14 July 1966

MEMORANDUM FOR: Mr. Tennent H. Bagley

THROUGH : Head of C8 Career Service

SUBJECT : Notification of Designation as a Participant in

the CIA Retirement and Disability System

My recent memorandum on the above subject informed you that I had determined that you met the criteria specified in HR 20-50 for designation as a participant in the CIA Retirement and Disability System. On the basis of this determination and your recently executed election to remain in the System, your designation as a participant was made effective 3 July 1966.

Emmett D. Echols
Director of Personnel

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27 October 1964

MEMORANDUM FOR:

Mr. Robert W. Sheay

Secretary

Clandestine Services Career Service Board

SUBJECT:

Tennent H. Bagley Promotion to GS-16

1. Mr. Bagley is without question among the best qualified of the senior officers in SR Division and is also one of the most competent counterespionage officers in the Clandestine Services as a whole. Few have had his preparation or his experience in the Soviet Bloc aspects of this field. After entering on duty in 1950 he was assigned to the Vienna Station

2. In 1962 he was appointed Chief of SR Division's CE element. Under his direction the CE effort of the Division took on entirely new dimensions. Because of Mr. Bagley's marvelous combination of CS experience, substantive knowledge and enthusiasm, the SR/CI Group has become one of the most effective and highly motivated units in the Division. The Group has developed a high level of substantive specialization which it applies to CS coverage of \_\_\_\_\_\_\_\_\_ throughout the world. At the same time, a large percentage of the Group's best officers have been committed full time to a special operation of great value and significance. The ability of

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SR/CI to absorb this workload stems not only from Mr. Bagiey's capacity for professional guidance but his effectiveness in leading and inspiring those under him.

- 3. Mr. Bagley's record to date reveals a high degree of specialization in counterespionage yet it would be misleading indeed to conclude that his professional interests and potential are confined to this field. His contributions to the broader problems of have been invaluable particularly in the way in which he has suggested new techniques for attacking tabroad.
- 4. I consider Mr. Bagley an outstanding officer to whom the Clandestine Services will turn for the exercise of still greater responsibilities in the future. He is fully qualified for promotion to GS-16. I urge that he be promoted now in recognition of the work he has done so far and the potential he possesses for a productive career at the top level of Clandestine Services officers.

David E. Murphy Chief, SR Division

Senet Nes enly

SECRET There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent) for an illness, injury, or death incurred on as mach ut. This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

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NOTICE OF OFFICIAL DISABILITY CLAIM FILE

[4-21-35]

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This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

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13 February 1963

NOTICE OF OFFICIAL DISABILITY CLAP' (FILE

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14-21-35

DODS 63-397

10 October 1963

MEMORANDUM FOR:

Mr. Tennent H. Bagley Chief, CI Branch, SR Division

SUBJECT:

DODS-Sponsored Orientation Program for Contact Division Field Officers

I wish to express my appreciation for your participation in our training program from 23-27 September 1963. On balance, this program, which was designed to familiarize 00/CD personnel with the general mission of the Clandestine Services and the particular problems of DODS, went very well.

Your presentation stood out as one of the highlights of the program and received unanimous commendation from the OO/CD officer-trainees. Your able exposition on a most important subject contributed heavily to the success of the program and is indeed much approach. the program and is indeed much appreciated.

> TRACY HARNES Chief, DODS

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MEMORANDUM FOR: Director	of Perconnel		
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Subject has been promoted	from FSR-6	\$ <u>8,655</u>	<b>b</b>
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cc: Compensation & Tex Accounts Branch

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1. Subject joined KUBARK in July 1950. He was given the Staff Orientation, and the Basic and Advanced Operations courses prior to his arrival at VOB in June 1951. After a period of agent handling and technical work in the operations support field, Subject was made Chief of the Counter Espicance Section for the Mission in November 1952, a position which he has held until his very recent reassignment to the Soviet Section. Following Home Leave, he began his second tour here in September 1953. Subject joined the Mission as a 68-9, was promoted to 66-11 on 26 April 1953.

2. Subject was given a rather long apprenticestip in Vienna before he was called upon to set up the CE Section. During this crientation period he was exceed to a variety of intelligence problems.

3. Subject's interest and enthusiasm in his work, his attention to duty, and his ability to obtain results have been outstanding attributes in his performance here, and have resulted in his becoming thereally familiar with the CE problem in Austria. He has done exceptionally well on a variety of operations, giving each of his cases a maximum amount of planning, and demonstrating an unusual grasp for details. He has read widely in case files, and now possesses a better than average counter-intelligence backs und. Subject has a good working knowledge of German, which he has learned from scratch here, and to has built up a regarbable knowledge of this area. He was quick to learn the techniques of basic tradecract, which had enabled him to teach junior case officers and to instruct

His staff guidance in certain double agent cases has increased considerably their value to this Mission. Aritten reports turned in by Subject have been excellent, displaying forcefulness, fluency, and lucidity, as well as the essential brevity. He has a forceful personality and is unusually successful in agent handling.

4. A maturo appearance,

CLASSIFICATION

MAR 1919 51-28 A

i. A mature appearance, as especially nature manner, and an excellent social presence have enabled Subject to move freely in the local scene. We consider him an extremely valuable senior case officer, and recommended manisously that he be promoted to 08-12 at a recent meeting of the Promotion Poards

Distribution

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# DEPARTMENT OF STATE

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Registrery Office of Tritialng

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STANDARD FORM 127
APPEL 1911
PRESCRIBED BY GENERAL
SERVICES ADMINISTRATION
ING 5 IV III. 1: DATE OF REQUEST REQUEST FOR OFFICIAL PERSONNEL FOLDER (SEPARATED EMPLOYEE) 7/27/57 Submit in duplicate to the Pederal Records Center, St. Louis Mo. SECTION 1-TO BE COMPLETED BY REQUESTING OFFICE General Services Administration Records Management Service, Region 6. Federal Records Center 1724 Locust Stroot St. Louis 3, Mo. 2. MANE UNDER WHICH FORMERLY EMPLOYED FEDERALLY | 4. DATE OF BIRTH (Worker than New 2) 2 NAME (Last, first, middle) BAOLEY, TRIKENT H. S. FORMER FEDERAL EMPLOYING OFFICE (Agency: bures Lept. of State 1/15/48 to 11/30/48 (If formerly employed by agencies in addition to above, list under Hem 7)

8. PERSONNEL FOLDER ACTION (Check appropriate box) CURRENTLY EMPLOYED REQUEST TRANSVESSOR OF FOLDER COVERING PREVIOUS FEDERAL EMPLOYMENT FOR PERMANEUT RETENTION 7. ŘEMAŘKS SECTION II-FOR USE BY FEDERAL RECORDS CENTER, ST. LOUIS, MO. CONCOLIDATE ATTACHED PAPERS WITH FOLLER PREDICTELY d FLAGGED, FOLDER TO BE-FORWARDED WHEN LOCATED FOLDER ENCLOSED o. FOLDER PREVIOUSLY REQUESTED IS ENCLOSED FOLDER FORWARDED ON À LOAN BASIS IN LIEU OF INFORMATION REQUESTED - IF EMPLOYEE IS REHIRED, FOLDER SHOULD BE RE-TAINED BY YOUR ASSENCY c. FOLDER HOT LOCATED 9. REMARKS NOTE.—Original will be used as charge-out by Federal Records Center. Duplicate will be returned as transmittal sheet when appropriate.

Requesting agency will type name and address of office submitting request in address box. To be used to mail folder or reply.

TO:

ATTN:

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## SECRET

8 August 1956

MENDRANDUM FOR: EM/Personnel

STRIPCT

Promotion Recommendation - Tement N. Bagley

1. We recommend herewith that Tennent E. Bagley, incumbent of slot BO-216 on the T/O of EE/P be promoted from CS-12 to OS-13.

2. Mr. Bagley is one of the best all arcent operations officers the undersigned has ever worked with, and evinces in all matters he has been concerned with a deep and mature unterstanding of intelligence operations and a deep sense of responsibility and integrity. He has, since joining EE/P, been Chief of the CE Section, supervising the work of a staff of five, some of whom are of equal rank with Subject and have been concerned with Agency matters for many years.

Mr. Bagley enganteed his section in a most efficient and tactful manner and succeeded in turning the work of his subordinates into channels of real value to the Branch, a job requiring no mean diplomacy and patience.

3. As a supervisor and as an operations officer Mr. Pagley has distinguished himself while at this Branch in a manner which clearly calls for his advancement to a grade which would only to communicate with the extent of his responsibilities and his singular shifties to carry them out.

Chief ILIP

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Chief of Operations, DD/P

25 Nay 1955

Director of Security

BAOLEY, Tennest Harrington - #38638

l. Reference is made to your memorandom of 7 April recommending to the Director of Central Intelligence approval of the request made by Mr. Regley for permission to remain in the employ of the Agency following his marriage to

2. This is to report that the Deputy Director of Central Intelligence has approved Mr. Bagley's request subject to the conditions contained in a NIMORAN DUN FOR THE RECORD dated 18 May 1955, a copy of which is attached.

FOR THE DIRECTOR OF SECURITY.

Chief, Personal Security Division

Attachment: DECI Namo dated 10 May 1955

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ces Director of Personnel

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COPISE

18 Hay 1955

#### MEMORANDIN FOR THE RECORD

The request of Tennent Harrington Begley for permission to remain employed by this Agency after marriage is approved subject to the following:

- 1. Subject's immediate supervisor will be notified by cable to counsel with subject regarding the serious effect the marriage will have in impairing what otherwise appears to be on outstanding career with this agency. Subject, although young, has desconstrated exceptional ability and great promise and has been promoted well should of others of his age bracket. Based upon his actions to date, it would appear subject might ultimately expect to attain a position of considerable importance and responsibility in this. Agency, if no inherent limitations develop. The proposed marriage places such a limitation on the use of subject, not only in particular parts of Europe, but in Headquarters an well. Certain elements required of high level employees of the gency will be difficult to obtain if this marriage is contracted, and the limitations on the type of assignments which will be available to him will not enhance his career development.
- 2. After receiving this counsel and giving it consideration, if subject continues in his desire to marry and contracts the marriage, he will be removed from Austria as soon as he can conveniently errange for his spouse's visa. Following the marriage, he shall be withdrawn from the more sensitive elements of the Station's business.

13/

C. P. CABELL Licuterant Ceneral, USAF Deputy Director

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SELLE

### SECRET

Aper

PERSONAL PRO Director of Central Intelligence

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- 1. It is recommended that 'r. factor's request to remain in the exploy of the Armey after his marriage to , as
- 7. This recommendation is bessed on the following factors after consideration of this request by the Clandestine Services Career Service Comel:

Agency class daly 1990. We have consensurated unusual ability in his field areignments and is regarded as an extremely valuable narrow officer.

b. The limitation which this proposed marriage would place on Mr. Regley's use in his tharvest sould be minimal since his normal tour of day in Austria will explore in Replactor of this year.

J. The security proposed sorrige have been abserved to the office of security for its separate recommendation.

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C. The Mas:

Simon

11 APR 1955

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SEGHET

Chief, R Attn: Roman R. Patersill Chief of Rission, Austria

Administrative/Fergamel

Promotion Recommendations

KAPOK

Kindly advise us of the status of the following recommendations for promotion submitted by this Rissians

(Fava-6376, 19 March 1954) - ED 6 700 (FAVA-6661, 15 April 1954) Quelan C (FAVA-7058, 14 May 1954) T

Nector A. Fairfield

Distribution

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SECHET

#### APPLICATION FOR MEMBERSHIP IN THE CAREER STAFF

To the Chief, KUBARK

I submit herewith my application for membership in the Career Staff defined below:

"The Career Staff is a group of carefully selected and trained individuals who accept an obligation to devote themselves to the needs of the Organization, and who intend to make a career with the Organization. tion."

In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Organization, and I accept the obligations and conditions of that service which are determined to be essential to the furtherance of its mission.

I am aware of the many restrictions necessarily placed upon me by virtue of the security requirements inherent in my employment by the Organization: I am also aware that as a member of the Career Staff, it will be my obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of the Organization and I have been assured that in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances. By virtue of this application for membership and upon my acceptance in the Career Staff, I am assured that, with continuing satisfactory work performance and conduct on my part, just and equitable attention will be accorded my personal progress during my tenure in the Career Staff. I am also assured that, on my satisfactory completion of any assignments, I will be offered reassignments which are compatible insofar as possible with my abilities and career interests, and that I shall be entitled to the benefits now available or to be made available in the future to members of the Career Staff of the Organization.

MEMBERSHIP IN THE CAREER STAFF APPROVED, TO TAKE EFFECT\_\_1\_\_\_1UL\_\_1954 Tennett H. Bagley

5-52

(Signature)

FOR THE CHIEF, -KUBARKI EXECUTIVE DIRECTOR KUBARK SELECTION BOARD

v. 5. (Date)

**SECRET** 

Chief, FE Attn: Chief of Mission, Austral 12 My 195h

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Administrative

Recommendation for Promotion - A PAGLET

1. Subject joined KUIARK in July 1950. He was given the Staff Orientation, and the Basic and Advanced Operations courses prior to his arrival at VOS in June 1951. After a period of agent handling and technical work in the operations support

3. Subject's interest and enthusiasm in his work, his attention to duty, and his ability to obtain results have been cutstanding attributes in his performance here, and have resulted in his becoming thoroughly familiar with the CE profise in Austria. He has done exceptionally well on a variety of operations, grasp for details. He has read widely in case files, and now possesses a better than average counter-intelligence background. Subject has a good working knowledge of German, which he has learned from scratch here, and he has built up a remarkable knowledge of this area. He was quick to learn the techniques of besic tradecraft, which had enabled him to teach junior case officers and to instruct in the tradecraft seminars held at VOB. His staff guidance in certain double agent cases has increased considerably their value to this Mission. Written reports turned in by Subject have been excellent, displaying forgefulness, fluency, and lucidity, as well as the essential brevity. He has a forceful personality and is unusually successful in agent handling.

4. A mature processance,

**计算机图形式 地名美国拉拉斯** 

h. I mature appearance, an especially mature manner, and an excellent social presence have emabled Subject to move freely in the local scene. We consider him an extracely valuable scener case of Moor, and recommended unanimously that he be presented to S-12 at a recent meeting of the Promotion

John M. Paley

Distribution

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CLACSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

16 SEP 53

EE 6

IN 18833

TO:

DIRECTOR, CIA

FROM:

SH REP VIENNA

ACTION:

HOUTINE

15572.16SEP 53

INFORMATION FI /ACLIIN, PP 2, DD/P-ADMIN, FD 3, LO/TO 2, PEPS/2, FI/AI 2

VIEW 0858

TO: DIR

ADUIN:

APPIVED 15 SEPTEMBER 53.

END OF MESSAGE

Stores Story 1853

IT TO FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

COPY NO.

CLASSIFIED MESSAGE CENTRAL INTELLIGENCE AGENCY 16-SEP 53. IN 18935 DIRECTOR, CIA FROM: SN REP VIENNA HOUTINE ACTION: EE 6 15572 16 EP 55 INFORMATION: FI /ACCIIN, PP 2, DD/P-ADMIN, FD 3, LO/TD 2 PERS, 2, FI/AI 2 VIEN 0858 TO: DIR VOTIEN APPIVED 15 SEPTEMBER 536. END OF MESSAGE.

SECULETY INFORMATICAL

COPY NO.

(44)

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

#### SECHET

fice

Security Information

Date: 2 Sapt 53

Control Intelligence Agency 2430 E Street, N. W. Washington, D. C.

#### Centlemen:

- 1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my overseas post of duty, unless torninated by the Coverment for its convenience. If the assignment is terminated at my request in less than twenty-four menths, the following shall prevail:
- (a) If I resign in less than twolve months from the date of my arrival at the overseas post of duty, I shall ruimbures CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.
- (t) If I resign between the twelfth and twenty-fourth month from the date of my strival at my overseas post of duty, I shall pay all expenses for the travel and transportation of mysulf, my immediate family, household goods, and personal effects and automobile to the United States.
- 2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have corved an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four menths from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

Witness:

SECRET Security Information



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FORM MO. 36-154 MAR 1953 SECRET

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	- 1-1+	In Consession San, In cases
GROOVY/GREOUNCE BAGI	EY, TENNENT +	Ser to a many the feeding
		Lor into my The
1. Mission on the 15th of June 1		y 1950 and arrived at this
2. Since his arragreat asset to the Mission. In the 1952. He has done an exceller and training the four persons	Section of Job in organizing this	cal work and agent handling, for the Mission in November
3. Upon his arrive mastered the language to such His handling of by carefully training these as	a degree that he can ha	been outstanding in that

Mission. In addition, has an excellent grasp of basic tradecraft which enables him to perform his functions with great efficiency and to teach these tradecrafts to the funior members of his section. sis one of the regular instructors has shown an unusual social ability in Vienna, a quality which has done much to help him move freely in the local scene. His duties frequently call for large quantities of written work, and he has proven himself able to handle this speedily and with clarity of expression.

4. is a very prorising case officer, and at a meeting of the Mission Promotion Board was unanimously recommended for promotion to CB-11. It is with great confidence that I submit his name to Headquarters for this action.

Recommended and Approved Henry P. Dagenham

Attachment - Job Descrip.

SECURITY INTORUMNON

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CLASSIFICATION

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SUBJÉC	10 8/1 J.M.	nistrative .		The Street Co.	
सम्बद्धाः	Section TE	eferred leave - I	rnent L. Bagi	the Common Act	
				See Joseph L.	to be possible and
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is försa	Form 1150 conc reed to Fradain	erning subject was ntern for appropri	forwarded ate action	COT AC	tion. It
2.	Subject had no	break in service.			

Attachment as noted

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File 201

CLASSIFICATION

#### INCOMING CLASSIFIED MESSAGE

### CENTRAL INTELLIGENCE AGENCY.

SECRET

VIENNA "

ROUTINE

SPECIAL OPERATIONS

- 19 JUN 51

FDN (1-2-3)

IN 45599

INFORMATION: | LD (4) AD/SO (5), ADMIII (6), PDC(7), CFD (8-9-10),

VIEN 5632

TO: WASHE

CITES VIEWE



ARRIVED VIEHIA POS 15 JUNE 51.

Tennent V. Bagley

May 25, 1951

PL 724 79th Nov. 1, 1925 INDEPENDENT APPOINTMENT SO 10180 Political Officer Assistant Attache Vienna 755-9 \$4290.00 \_ 1AL-2092120 VA-138-a INDEF USA Items a, b, c, d, 1, (61)

Ofeifer File

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				- 1	*	

VIA: ADMIN and PDC

PROPI PID

JECT: Townert B. Backey

l. It is requested that permission be procured from the Farina Corps and the Felective Corrier for subject to leave the country on a two-year assignment with this Agency in Austria.

2. Below is the information on subject's draft and reserve

3. Subject has been in the Agency cinco 2h July 1950 and 10 unnotally well qualified for intelligence work in Amstria. If the above persissions are granted, subject will be cent issociately to Management

Persession realine from
those Board & Remains.
Product up by E. Ilinary
pages

Rugh T. Curainghea Acting Chief, FDM

153

For the Assistant Director, Special Operations

Marin No. 20-

### OUTGOING CLASSIFIED MESSAGE

### CENTRAL INTELLIGENCE AGENCY

SECRET

PACE NO.

To

I ENNA

ROUTINE

From

SPECIAL OPERATIONS

15 MY 51

CONFERNATIONPOC (1)

OUT 51984

INFORMATION: AD/SO (2), FOM (5), S/C (4-5-6), DDP (7)

Puraphrase Not Regulred. Bandle as SBERET Correspondence per Pars. 11 (2) 664 AR-1004

WASH 41779

TO: VIEN

CITES WASHE

RE: MAY-W 3292

SUBJECT OF REFERENCE IS MR. TENNETT H. BAGLEY.

me

H., LITTLE

...

B. TWEEDY

OBIGINATING AND COURDINATING OFFICERS

AUTHENTICATING OFFICER

TOD:

SECRET

COPY No.

19542 15 HE ABIDDEN TO MAKE A COPY OF THIS \_\_SSAGE

## SECRET

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		emmett 5. Barloy be	•

2. W. Begley received his A.b. Dorres from the University of Sections (allownia and his M.A. and Th.D. Degrees from the University of Consva. to has had marry a year's emerience as an intelligence officer is Covernment corvice and it is believed, possesses the professional qualifications necessary for his duties as well as the qualifications expected of an impricas official coverns absoci. He will receive from CIA a basic salary of 64,600.00 per assess.

9. Fr. Scoley will replace the Jest J. Piolahouse who will be recovigued chortly after in tagley's arrival.

PORTER DESCRIPTION OF CLUTCAL BYTELL BEIGHT

9. 0. YDEE Assistant Director

ec- OBjrue

SECRET .

## SECRET

#### TERRETT HARRINGTON BACLEY

OCCUPATIONAL EXPERIENCE: July 1950 to Present - Intelligence Officer, Contral.

Intelligence Agency, Washington, D. C.

Secen

RACLET, Tennett Harrington. -- b. Annapolis, Md.,
Hov. 11, 1925; Princeton U., 1912-13; U. of S. Calif.;
A.B. 1917; U. of Geneva, M.A. and Ph.D. 1950; single.

TO:				
: }				
FROM	FDM			
SUBJECT:	Request for	Designation .	Mr. Tennent	H. Bagley
	is requested	that necessary	steps be tal	ken to obtain
	desi	mation for th	e following	employee:
1	<u> </u>		.,.	• • • •
•				
		- F		

zabeth C. Dunley Chief, FDM

•	A NOTE 138
· #970	trust JAM (AAD)
Bagley Jennett H. 5	. Gor Andrew Sparsor
11120 Office (Ope)	Gracio a Sality US-9 / 4600
Request for Title from	Proficial (State)
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FROM:

Transfer of Terment H. Bagley

It is requested that subject be transferred from the German 1/0 to Slot No. 6 of the External Section "A" (Vienna). This is a temporary move. Adjustment will be made when the new Vienna T/O is approved.

SACRET

OFFICE MOMORANDUM

TO: Chief, IAS Staff

DATE: 16 February 1951

PRON: Oversens Branch, CPD

SURFECT: Tennent Balley #38638

For the convenience of the Department of State, it to requested that the accordance security certification be propared and forwarded to the Department of State as soon as nossible. The subject is to be assigned to Violence Austrian.

JOSEPH S. PYVI

SECRET



Flermo

6 Peteruary 1951

TO

Oversees Branch

787

SUBJECT:

Campellation of Transportation - Tennent B. Begley

It is requested that all travel arrangements on Fr. Begley be cancelled. The Division is changing his easignment and he will not be sent to Karlsrube, Cernany.

> Elisabeth C. Dunlevy For: Clief, FDR

IEB / II 32 AM 15 TRAMSPORTATION LAAMCH

22 January 1951

SE.

701

Overseas Branch, ID

VIA

Assistant Director, Special Operations

PROM

711

SUBJECT

Poreign Travel Request

1. It is requested that appropriate traval orders be issued for Mr. Tamant H. Doğlar to proceed to Exclarate, Cornery on PCS.

- % The following information to cubultted for the preparation of the Poreign Travel Orders
  - a. Justification: Mr. Bagley is being sont to Cornary as on Intelligence Officer, CS-9, against FOS/DAD Slot No. 53.
  - b. Availability date to common travel: 1h March 1951.
  - o. Hode of travel: Sea
- d. Requested deviation from most direct route and justifiestion therefore Subject has requested and the Division has no objection, six (6) days' annual leave in Switzerland enroute to Station.
  - e. Dependents to be authorized to travel: No
  - f. Household effects to be enthorized! Yes
  - g. Shipsent of personal extendile to be methorised. Tes
  - h. Special provisions: 3500.
  - i. Travel advance of \$200.00 is requested.

Blisaboth C. Dunlevy-Fort Chief, FDM

AFPROVED:

For the Assistant Director, SO

F(EE

DIF APAG A TO SOME 1 Mars BAOLEY, Tourseut H. Sauter Regular Sauter Remains Title Intelligence Officer fra & interior 9 \$1600. Aft. Trans. Interior Hachington, D. C. to Karlamuhe, Carmany for PCS. 2 Avellability Date in Berch 1951 Type of Transfer rode of Travel \_\_\_ See Stonovers, Immitter, & Forges Affects & Borings Travel Advance Enected Fravilions 3. Contract 31 Dans 5/ Residence & Sevendancy Report OK Automobile Agreement Clearance Sees 22 January 1951 Reverve Release lette 617506 papers of ther in Los Angeles or Wash. Presmort Letter \_\_\_\_ Date Paintors Offerned Pr No. \_\_\_\_ bets of Lerus .\_\_\_ d to by 1888 amont infragressammenta vinas to tourist a squarressamment among drop in strungential among among Physical Recussied 22 Jan. 51 Red & Cert. Ford. Inoculations TCA Rectuested Cable to. Cable to. Military or haval Ordere Englewood \_\_\_\_\_\_Cruers Racid. AGO Card Requested AGO Card Receised Directors Accountment Scheduled for Aboutnament Completed Devarbure Notice : Devarber Cable 

SECRET

# PERSONNEL TRANSFER LETTER

6 January 1951

TO: Mr. Terrett W. Berley

l. Pursuant to authority vested in me, your official station is hereby established as <u>Variance Cornage</u> affective 7 Samury 1951.

Upon receipt of proper Travel Orders you will proceed from Washington, D. G. to such station, was

- 2. The travel to your new station is to be accomplished as soon as practicable after receipt of proper Travel Orders. This transfer is not for your convenience or tenefit, or at your request, but in the best interests of the Government.
- 3. In accordance with the provisions of applicable agency regulations, and subject to the availability of funds, the shipment at Government expense of your household goods and personal effects, including packing, crating, unpacking, uncrating, drayage, and temporary storage not to exceed ninety days, within the prescribed weight allowance, is authorized:
- 4. Sitject to the availability of funds, the movement of your immediate family at Covernment expense is authorized in accordance with agency regulations.
- 5. Authorization for the shipment of a personally owned automobile at Government expense, when consistent with agency regulations, is hereby authorized.

Enier. EMPLOYEES DIVISION

FORM NO. 37-114

珀

SECRET

Poe Replayers Division

TAS EXO

PROFES FOR

SURFECT: Tonnent Ile Begley.

ir. Singley has been recalled to active duty as a First Lieutenent in the Varino Corps with effective date 11 December 1950. The order is by letter kt-12/3761 of Headquarters U. S. Marine Corps, Washington, D. C., dated 3 Rowmber 1950 and addressed to his home in Ma Jolla, California (copy attached). Since Mr. Bagley is on duty in Washington, he did not receive the order until 13 November 1950.

Pr. Barley was employed by this Agency on 2h July 1950 as a Research maly it assigned to the Advisory Council. Since reporting for duty, he has been in the Training Courses and will complete the Advanced Operations Course on 1 December 1950. During this period, however, it has been agreed that his qualifications could bent be utilized as an intelligence Officer in Germany, and the papers are now in requesting him transfer to TEM for that purpose.

Request that Mr. Bagley's deferment from recall to active duty with the marine Corps be arranged on the grounds that his work in the fraction Courses has shown him to be unusually sell qualified for intelligence work in Coursey and that sem of his caliber and background are still badly needed by the German Station. If this deferment can be arranged, by will be sent to Germany as a GS-9 intelligence Officer at the earliest opportunity.

Richard Holmo Chief, Fill

Attachent

APPROVED

270

Transfer of Mr. Tennent H. Bagley

As indicated in the attached memorandum from Mr. Horace S. Craig, Jr., Chief, Advisory Council, Mr. Bagley is released for transfer to this Division. At the present time, Mr. Bagley is a student in the Advanced Operations Course. It is planned to have him report to TNN mon completion of the above-mentioned Course which will be 1 December 1950.

It is requested that action be initiated to have him transferred to FOM as soon as possible: Intelligence Colicen, GS-9, FOS/DAD Slot No. 53.

For: Chief, FDM

Tennent Hurrington Bagley, hereby cortify the information appearing on my Pursonal Eletory Statement dated is still accurate and correct, except as follows: Frmmated eardense in Ferney- Voltaire Gin), France, 15 1910 Present address

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FORM NO. 97-75 DEC 1949

RESTRICTED

CONFIDENTIAL

SECRET

200

Mr. Bannerman

Employees Division

Tounent Harrington Bagley - 38638

Attached is a copy of letter from subject which was written to Capt. Pinnegan. It is requested that the security clearance effective 29 August 1949 be extended. It is hoped that subject will enter on duty on or about 12 March 1950.

#### ONTIDENTIAL

### Office Memorandum • UNITED STATES GOVERNMENT

Chief. Employees Division, Special Support Staff DATE: 23 February 1950

FROM : Chief, Personnel Security Branch .

SUBJECT. BACLEY, Tennent Harrington - 38638"

Reference is made to your memorandum dated 17 February 1950 . requesting an extension of the escurity approval granted for sub-

This is to advise that the security clearence granted on-29 August 1949 is still in effect, provided subject enters on duty within 60 days from this date.

processed for caployment with the Advisory Council on vauchered funds. These positions are now on unvouchered funds. The security classing a should be granted on this basis and should be forwarded to this office.

PRANK G. JARTHA

# Office Minorandum . UNITED STATES GOVERNMENT

DATE: 15 September 1949

Deputy Personnel Officer

FROM : Chief, Personnel Security Division

SUBJECT: BAGLEY, Tennent H.

Reference is made to your memorandum dated 24 August 1949

This is to advise that this office interposes no objection to the contemplated transfer of Subject from Vouchered to Unvouchered Funds in the Advisory Council.



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November 1965

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2 6 JUN 19/2

MEMORANDUM FOR: Mr. Tennent H. Bagley

THROUGH : Deputy Director for Plans

THROUGH : Chief; EUR

SUBJECT : Intelligence Medal of Mezit

- 1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.
- 2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.
- 3. Invitations to the ceremony will be extended by the Executive Secretary, Honor and Merit Awards Board, Office of Personnel, extension 3645, room 412, Magazine Building. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

R. L. Austin, Jr.
R. L. Austin, Jr.
Recorder
Honor and Merit Awards Board

Distribution;

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SECTION 6.

NANNALIVE DESCRIPTION

Award for Newic Action or Acceptance of Historia Was not voluntary? Describe why act was outstanding, and if it was more than normally expected. 5:29n, why, and have. If an aerial or marine operation, describe type and position of craft, crew position of biglividual, and all unusual circumstances. It is not not seen to the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; Include dates of appropriate and refer.) What did the Individual do-this merits the award? Why was this autistanting when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production, records and assistance reindered by other persons or units. What objects were encountered or overcom? Indicate results of achievement, service, or performance. Include, reference to Fitness Reports, Letters of Commendation, or other desugnishation already on file which supports this recommendation. Engless unclassified strategy.

Mr. Tennent H. Bagley, currently Chief of Station, Brussels, is recommended for the Intelligence Medal of Merit in recognition of his outstanding services of 22 years as a Clandestine Services officer.

For personal reasons Mr. Bagley has elected to retire effective June 1972.

From the beginning of his CS career, Mr. Bagley's exceptional abilities were clearly recognized and he received assignments of ever increasing responsibility in the Following a highly successful tour as a senior operations of the Switzerland, Mr. Bagley was assigned to Headquarters as Chief of the Counter Intelligence Branch of the SR Division. In this key and demanding post, Mr. Bagley showed managerial skill combined with knowledge in depth of the complexities of counter intelligence work. His outstanding performance resulted in his promotion to GS-16 in June 1965 and his subsequent appointment as Deputy Chief of SR Division in September 1965 the comparatively young age of 39.

In addition to the full duties as Deputy Chief of an active division, Mr. Bagley continued to carry heavy responsibilities throughout this period in the field of counter intelligence. He was one of

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the key officers responsible for the direction and control of some of the most sensitive operations then being conducted by the Clandestine Services. He carried out his responsibilities with skill and discretion, and the ability to stand up under repeated periods of heavy pressure.

In recognition of his excellent service as Deputy Chief SR, Mr. Bagley in March 1967 was assigned as Chief of Station, Brussels,

In the past five years as Chief of Station, Brussels, Mr. Bagley has been an effective Station Chief

Mr. Bagley's entire career has been characterized by the consistent excellence of his performance in each assignment of increasing responsibilities that he has undertaken. He is recognized as one of the top Soviet operations specialists in the Clandestine Service and has spent the bulk of his twenty-two year career working in the most sensitive and complex areas of intelligence work. We regret his decision to retire for personal reasons and the loss of his experience and expertise to the Clandestine Service. It is strongly recommended that in recognition of his outstanding service to the Clandestine Service in positions of critical and demanding responsibility Mr. Tennent H. Bagley be awarded the Intelligence Medal of Merit.

Archibald B. Roosevelt, Jr.
Chief
European Division

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EFFECTIVE DATE OF PAY ADJUSTMENTS 26 DECEMBER 1969

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TROOP AND A DOL DIRECTIVE DATED 8 DOTOBER 1962"

EFFECTIVE CATE OF PAY ADJUSTMENT: 13 JULY 1959

NAME 1 SERIAL ORGN. FUNDS GR-STEP SALERY ELGLEY TENNEHT H 056043 44 550 CF GS 16 4 \$27,549

PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT CR 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

AZVE \$23LEY TENNENT H 44 550 CF 65 16 4 \$23,079

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HPAY ADJUSTRESS IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO EST-SHITY OF DCI-AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DOL DIRECTIVE DATED 8 OCTOBER 1962,"

EFFECTIVE DATE OF PAY ADJUSTMENTS 8 OCTOBER 1967

SERIAL ORGN. FUNDS GR-STEP NAME 056043 44 550, CF GS-16 3 \$21,415 BAGLEY TERREST ?

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\*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-384

PLECIANT TO AUTHORITY OF DOT AS PROVIDED IN THE CIA ACT OF 1949.

AS AMENDED, AND A-DOT DIRECTIVE DATED 6 OCTOBER 1962.\*

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

NAME SERIAL ORGN. FUNDS GR-STEP SALARY SALARY
RAGLEY TENNENT H 056043 48 040 CF GS 16 2 \$20,297 \$20,749

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PPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURGUANT TO AUTHORITY OF DOTAS PROVIDED IN THE CJA ACT OF 1949. AS AMENDED, AND A-DOI POLICY DIRECTIVE DATED A OCTUBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

NAME

SERIAL OPEN. FUNDS GH-STEP SALARY SALARY

RAGLEY TERMENT H

056043 49 040 CF GS 16 1 \$18,935 \$19,619

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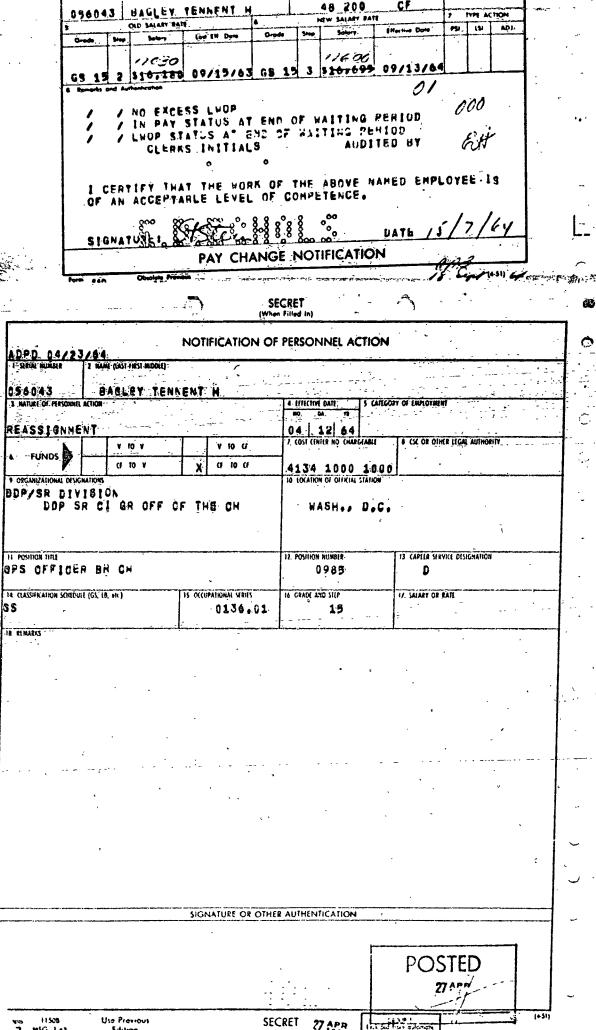
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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

## GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

GD A DW			Per A	lnnum	Rate.	s and	Steps	: .	·	
GRADE -	1	2	-3	4	5	6	-7-	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,305	3,930	4,055	4,180	4,305		4,555	4,680	4,805
<b>GS-</b> 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4.480	4,630	4,780	4,930	5,080	5,230	5.380		5,680	
GS- 5	5,000	5,165	5,330	5,495	5.660	5.825	5.990		6.320	
ĜŜ- 6	5,505	5.690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6.250	6,450	6,650	6,850	7,050	7,250	7,450	7.650	7.850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS- 9	7,220		7,710	7,955	8,200	8,445	8,690	8,935	9,180	9,425
GS-10	7.900		8,440	8,710	8,980	9,250	9.520	9.790	10.060	10,330
GS-11	8.650	8,945	9,240		9.830	10,125	10,420	10,715	11,010	11.305
GS-12	10.250	10,605	10.960	11.315	11,670	12,025	12,380	12,735	13,090	13,445
		12,495								
GS-14	14.170	14.660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580
GS-15	16.460	17.030	17.600	18,170	18,740	19.310	19.880	20,450	21,020	21,590
GS-16	18.935	19.590	20,245	20,900	21,555	22,210	22.865	23.520	24.175	
		22,195								
GS-18				]					]	



MG I AJ

Edition

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND OCT-HEMORANDUM DATED 1 AUGUST 1956; SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 3 JANUARY 1964.

14-00000

NAME SERIAL ORGN FUNDS GR-ST SALARY SALARY
RAGLEY TENNENT H 056043 48 080 CF GS 15 2 \$15.045 \$16.180

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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

OLD SALARY SERIAL ORGN GREST 52 27 GS-14 2 \$11,595 RAGLEY TENNENT H

> EMMETT D. ECHOLS DIRECTOR OF PERSONNEL

SECRET (WHEN FILLED DI) 1.7 ). ASSIGNED ORGAN. 4. FUNDS 3. ALLOTHENT 1, EMP, SENIAL HO. DOPPER 22 BAGLEY TENNENT H NEW SALARY RATE OLD SALARY RATE LAST EFFECTIVE DATE EFFECTIVE DATE SRADE GRADE BALARY 311,355 06 \$11,595 59 GS 14 13 TO BE COMPLETED BY THE OFFICE OF COMPTROLLER S. CHECK ONE IN PAT STATUS OF ENG OF PARTIES PERIOR 11. AUDITED BY TO BE COMPLETED BY THE OFFICE OF PERSONNEL IA. TYPE OF ACTION 161 - P.S.S. - LALE - PAT ADDUSTREEST PAY CHANGE NOTIFICATION

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#### IN LIEU OF FORM 1150 THIS NOTIFICATION EFFECTS RESLOTTING RESULTING

SER # NAME SD OLD SLOT NEW SLOT DATE

BAGLEY TENNENT H D1 1585 1586 05/01/39

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GENERAL SCHEDULE SALARY INCREASE RETPOSCTIVELY EFFECTIVE

12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI

DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME SEPTAL GRADE-STEP OLD SALARY NEW SALARY

GORZON M. STEWART

BAGLEY TENNENT H

GS-14-1 \$10,320

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MCM 13 JUNI	NOTIFICA	ATION OF PE	RSONNEL ACTION		
1. Serial No.	2. Name (Last-First-Middle)		3. Date Of Birth 4. Vet. Pr		& C3-500
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1. Serial No.   2. Name (Last-First-Middle)   BAGLEY TENNENT H   7.   SCD   8. CSC Retmil   9. CSC OV   Mo.   1/20.   Yr.   Yes.   1   Code   O4   O8   47   No.   2   1   SO USCA	Mo. Da. Yr. None-O Code Mo. Da. Yr. 11 11 25 10,Pr.2 1 M 1 07 23 50  Other Legal Authority 10. April, Alfidius, 11: FEGLI 11: LCD 13. Emily 12: Code Mo. Da. Yr. Yes 1 Code
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#### SENTRAL INTELLIGENCE AGEN

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UNVOUCHERLED REQUEST FOR PERSONNEL ACTION REQUESTING OFFICE, fill in Items 1 through 12 and A through D except 68 and 7 unless otherwise instructed. Il applicable, obtain resignation and fill in separation data on reverse. L MANE (Mr. Miss Mr. One given name, initial(s), and surname) E DATE OF BUSTIN 4 DATE OF RECORDS BACKLY, Tennent H. 11 Nov. 1925 6 Dec. 195 L MATURE OF ACTION RECOESTED. & STITETIVE DATE 808 6 Dec. 52 Conversion. B. APPROVED William Assistant Attache Intelligence Officer Intell. Officer (Ope.) 09-9 OSO-FIM Operations Section Operations Section Vienna, Austria Vienna, Austria OCPARTMENTAL A REMARKS (Use reverse il D. RECUEST APPROVED BY nd telephone extension) H RESTION CLASSIFICATION ACTION: 13. VETERAN PREFERENCE WES LA REAL 20 LEGAL RESIDENCE 15 16. SEX RACE DALIMED PROVED PROM: STATE 21. STANDARD FORM SO REMARKS 22. CLEARANCES INITIAL OR SIGNATURE DATE REMAINS B. CEIL OR POS. CONTROL C. CLASSIFICATION D. PLACEMENT OR EMPL F. APPROVED BY

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FORM NO. 27-1

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AUG 1949 257- 1 PREVIOUS EDITIONS ARE NOT TO BE USED. SECRET

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### MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT

Tennent H. Bngley, GS-16, Employee Number 056043, DOB: 11 November 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW

: 1 April 1970 - 31 March 1971

MONTHS UNDER MY SUPERVISION:

42 months

OVER-ALL RATING

Strong

1. As Mr. Bagley completes approximately 42 months as Chief of Station. Brussels, progress in Brussels remains uneven.

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B. The physical divisions within the official component of the Station have separated personnel and files in a manner which makes close teamwork against the target difficult. These divisions could and should have been corrected.

- Mr. Bagley has not always seen eye-to-eye with Headquarters on matters of method and emphasis, a phenomenon which has impaired operational progress. We accept that each Station Chief has the right -indeed, the duty -- to hold independent views and to express them with integrity (as Mr. Bagley has done), but believe that differing views could have been resolved more easily had Station reporting to Headquarters been less parsimonlous.
- 3. To sum up, Mr. Bagley's abilities to conceptualize and to build viable models is truly outstanding, as is the exhaustively thorough manner of his staff work; his capability to translate his concepts into productive human endeavor has been less impressive. In spite of his considerable social and diplomatic skills, Mr. Bagley is essentially a reserved person who finds some difficulty in communicating with his subordinates.

In spite of the problems noted, problems which we perhaps overstress as a result of our high expectations, Brussels Station has made good progress during/this period and Mr. Bagley's performance has been STRONG.

Chief,

European Division

REVIEWING OFFICER'S COMMENTS:

I Well Date:

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Assistant Deputy Plans,

TO : Tennent II. Bagley

SUBJECT: Annual Fitness Report

- 1. In accordance with the fitness report procedure for EUR Division, a copy of the fitness report on the Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are prepared either by the Chief or Deputy Chief of EUR, and those written by Chief, EUR go to Deputy Chief CS for review.
- -2. It should be borne in mind that this fitness report has been prepared in accordance with the EUR Division policy for such reporting as established in Field Notice 41.
- 3. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned to Headquarters for inclusion in your personnel file.

/s/ John L. Hart

I certify that I have seen my fitness report for the period & April 70 - 31 March 71, and have attached my commenter for the record.

/s/ Tennent II. Bagley
SIGNATURE

27 april 197/

RYBAT SEGNET

TRail (2)

TACHMENT TO OBBT 5300

27 April 1971

COMMENTS on Fitness Report on Tennent H. Bagley
1 April 1970 - 31 March 1971

I agree with the fitness report's own suggestion that the "problems" it noted were overstressed: its negative content outweighs the positive by nearly three to one and is emphasized by its format and sentence structure. Because its overall effect belies the "Strong" rating, I believe that it creates a misleading picture, and therefore think it necessary to comment. Moreover, the report leaves the impression of a general failing in two specific areas which I am sure it did not intend to, since these are two areas which, during the two years since the preceding fitness report, have been

SEG. LT RYBAT

COMMENTS continued

Page 2

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Laboratory 1842

COMMENTS continued

Page 3

SECRET RYBAT

## SEGRET RYBAT

	COMMENTS continued	Page 4
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-		

/s/ Tennent H. Bagley

5 May 1970

#### MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT

Tennent H. Bagley, GS-16, Employee Number 056043, DOB: 11 November 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW

1 April 1969 - 31 March 1970

MONTHS UNDER MY SUPERVISION:

OVERALL RATING

Outstanding

1. For this reporting period Mr. Bagley must be rated as Outstanding for the achievements of his Station, achievements In very considerable measure due to his personal vision of how

3. Although Mr. Bagley has not yet been completely successful in the organization

his innovative approach has resulted in enormous progress over the past year, and I have good reason to believe that, with the implementation of certain measures which he and I recently discussed, he will be getting much more than any other station chief in Europe.

4. I was also impressed on my most recent visit, during the last part of April 1970, with what seemed to be an improved

communication between Mr. Bagley and his subordinates, both inside and outside of the installation. Pete Bagley's intellectual capabilities tend to outstrip those of most of his colleagues, but it does seem to me that he has dealt with this problem well and has thus been able to engender loyalty and cohesion among the members of his Station.

REVIEWING OFFICER'S COMMENTS:

Deputy Director for Plans

SECTET CALCULA

5 May 1970

MEMORANDUM FOR: Secretary, CSCS Board

SÜBJECT

Recommendation for Promotion to GS-17 -

Mr. Tennent H. Bagley

1. It is recommended that Mr. Tennent H. Bagley be promoted to GS-17. He has been in grade as GS-16 since June 1965 and has served as COS in Brussels since August 1967. His previous assignment was as Deputy Chief, SB Division.

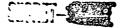
2. The reasons for this promotion are amply covered in my fitness report of this same date. I have just returned from an extensive trip through the European area, during which I had a chance to see and talk with a very large number of officers

of two whom I am recommending for promotion as a result. He is one of our very finest station chiefs, possessed of imagination, intellect and ability personally to handle operations which very few of his colleagues can match. He is one of those on whom the future of the Organization is going to depend, and I believe that the promotion is more than justified,

John I. Hart Chief

European Division

YEARTY TEREES



9 May 1969

TO : BAGLEY, Tennent H. Chief of Station, Brussels

SUBJECT: Annual Fitness Report

- 1. Effective with this fitness report cycle, KEYWAY is initiating a procedure by which a copy of the fitness report on a Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are drafted either by the Chief or Deputy Chief of KEYWAY, and those drafted by Chief, KEYWAY go to Deputy Chief WOMACE for review.
- 2. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned, to Headquarters for inclusion in your personnel file.

/s/ John L. Hart

I certify that I have seen my fitness report for the period 10 March 1968 - 31 March 1969

-Townert H. Siglay /s/SIGNATURE

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	Chief of Station	BRUSSELS	
	POSITION	GRADE	AGENCY
.	RATING FERIOD May 13, 1969 - Dec. 29,1969	DATE OF REPORT	r 29, 1969
	SIGNATURE OF REPORTING DELICER  Solar Solar Solar Lower	Ambassador	1 00, 100
	SYNATURE OF REVIEWING OFFICER	TITLE	
1	EVALUATION OF I	PERFORMANCE	
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1	Has be seen this report? Yes No		
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	This officer is presentable, tactful constitutes an outstanding asset to		Не
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FORM FS-572

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## CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

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	OFFICER BEING RATED	POST				
	2. Popalen	Brussels, Belgium				
	POSITION	GRADE AGENCY				
	Chief CAS					
1.	RATING PERIOD	DATE OF REPORT				
1.	November 15, 1967-Nov. 15, 1968	February 24, 1262				
١.	SIGNATURE OF REPORTING OFFICER	Rigory & Knight				
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	EVALUATION OF	PERFORMANCE				
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11.	tial directives? Wen No (If no, explain in det					
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	(Attach additional aheats, if necessary for this section or for reviewing officer's comments.)					
	I cannot of course comment on the professional aspects of the Chief CAS's performance because of the highly specialized nature of his responsibilities.  However as a member of the Country Team I give him the highest marks for his cooperative spirit, courtesy and willingness to contribute to the success of our common efforts and undertakings.					
	Likewise I am satisfied that he madeflective relations	aintains exceptionally close and				
11:	Endowed with an unusually frank a CAS is a respected and well liked member in Belgium, both in American and local content of the content of t					
	His wife is a refined, quiet and attractive lady of Austrian birth.  Both have gone through an agonizingly long and grave health problem with a young son of theirs and deserve extraordinary credit for the courage and dignity which they constantly displayed during their ordeal:					
	In every respect, I consider him t					
		Jude in Bernary 1869,				
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OFFICER BEING RATED	Post
Chief of Station of Rogarity	Brussels .
POSITION U U	GRADE AGENCY
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Does this officer properly understand and perform his role and tial directives?  Yes No (If no, explain in Has he seen this report? Yes X No	
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l	Chief of Station	Erussels
ı	POSITION	GRADE AGENCY
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n.	tial directiven? X Yes. No (If no, explain in	
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ı		•
- 1	This officer is one of the few w	ho was already here upon my arrival
	at this post. From careful obs	ervation over nearly two and one
- 1	half years, with contacts sever	al times a week, I am confirmed in
ı		sh professional competence. Quite-
ı		he details of his day-to-day operations:
- [		
I		h I am most concerned-that of his
- [	political discretionI have abs	olute confidence.
- 1.	This officer is presentable, tac	tful, and enthusiastic. He fits
ľ	in harmoniously with the other	members of the mission, therefore
1	constituting an outstanding asse	
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	- Tennent Baffey	Brussels, Belgium
	POSITION Chief CAS	GRADE AGENCY
	SIGNATURE OF REPORTING OFFICER	DATE OF REPORT November 15, 1987
	Ridgway B. Wilghy  Signature of Reviewing Officer	Ambassador
	EVALUATION OF Outstanding X Satisf	
i.	Does this officer properly understand and perform his role and his tial directives? [X] Yes No (If no, explain in de	s functions as a member of your staff under existing Presiden-
	Has he seen this report? X Yes . No	
H	NARRATIVE C	OMMENTS
	Since the Chief CAS reported to performance. A performance evaluate post will be made at the time of the ne November 1, 1968. Having said this, his job and performance to date in add experience have confirmed my earlier him.	post in September of this year, e a definite evaluation of his ion covering his full period at xt annual assessment period on I might add that his approach to ition to his obvious ability and
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FORM 4 - 65 F\$-572

28 April 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT

: Tennent H. Bagley, GS-16, Employee Serial Number 056043; DOB: November 11, 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW

: 10 March 1968 - 31 March 1969

MONTHS UNDER MY SUPERVISION:

OVERALL RATING

Strong

1. Mr. Bagley assumed his duties as Chief of Station on 13 September 1967. It is too early to assess the results of his stewardship; he established in advance a timetable for building up a structure and it is not yet clear to what extent these assets are going to be productive against major targets. However, there is no doubt that Bagley has tackled his job with originality, energy, and enthusiasm. A good indication of these qualities is that, alone among our European Chiefs of Station, Bagley has himself in less than

two years.

- 2. Bagley's accomplishments must be measured in light of the fact that he has had a weak Deputy Chief of Station, and that several of the officers in his small Station have been of quite modest calibre. The restaffing of the Station which is taking place this summer should result in a considerable leap forward.
- 3. On the personal side, Bagley has all the qualities which we could ask for in a Chief of Station. He is totally dedicated, incisive and articulate, a pleasant companion and a gracious host. I rate his overall performance as Strong.

John L. Hart
Chief.

European Division

1 3 MEY 1969

IEWING OFFICER'S COMMENTS

Director for Plans

#### TRAINING REPORT

Chiefe of Station Seminar No. 11

19 - 30 June 1967

80 hours, full time

Participant : BAGLEY, Tennent H.

Office

DDP/EUR

Year of Birth: 1925

Service Designation: D

Grade

: GS-16

No. of Students

**EOD Date** : July 1950

COURSE OBJECTIVES, CONTENT AND METHODS

The COS Seminar is aimed to prepare prospective Chiefs and Deputy Chiefs of Station and Chiefs of Base for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case. studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad. Special attention was given to counterinsurgency.

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them.

ACHIEVEMENT RÉCORD

This is a certificate of attendance. No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:

Charles B. Wheeler

Acting Chief,

Operations School

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FORM 45 USE PREVIOUS EDITIONS

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25 April 1967

MEMORANDUM IN LIEU OF FITNESS REPORT - 1 April 1966 - 31 March 1967

SUBJECT: BAGLEY, Tennent H.
Deputy Enief, SB Division, DDP
DOB 11-11-25, GS-16, SD:D
Employee Serial Number - 056043

Mr. Bagley's performance over the period continued to be outstanding. This was his first full year as general deputy during which he still retained responsi-

Nevertheless, during my frequent absences, Mr. Bagley was called upon to act for me and he did so most effectively. Those aspects of his work involving decisions on expenditures of both funds and manpower show him to be sufficiently cost conscious yet this is tempered by a better than average zeareness of the operational value to the Agency (or lack thereof) of such expenditures.

Mr. Bagley has been selected to become COS of a large

European station with excellent potential for

In my view, this appointment is additional testimony of the high regard in which he is held by his professional colleagues. In recognition of his outstanding work in SB Division, Mr. Bagley has been recommended for promotion to GS-17.

David E. Murphy Chief, Soviet Bloc Division

7141)zes (e-/ Tennent II. Bagley

Date 2 Dags 13 47

Reviewing Official:

Assistant Deputy Director for Plans

Date 1 May 6

SELLET

سرد

8 July 1966

MEMORANDUM IN LIEU OF FITNESS REPORT - 1 April 1965 - 31 March 1966

SUBJECT:

BAGLEY, Tennent H.
Deputy Chief, SB Division, DDP
DOB 11-11-25, GS-16, SD:D
Employee Serial Number - 056043

From the beginning of the reporting period until 9 September 1965, Mr. Bagley continued as Chief, Counterintelligence Group, SR Division. Mr. Bagley was then appointed Deputy Chief, SR Division and has remained in that position. He has served as Acting Division Chief on several occasions including a period of two months in 1965 when I made an extensive visit to FE Division stations.

In fact, his appreciation of their strengths and weaknesses enabled him to place the very best of his officers in key positions in the CI Group where for the most part they remain today. Their performance is still characterized by the high sense of discipline and professionalism imbued in them by Mr. Bagley during his service as their chief. I have also been struck by the spirit of loyalty permeating this group even though Mr. Bagley's associates were often driven at a pace which would have severely tested the supervisor/subordinate relationship in most other units. At the same time, he afforded the senior officers of the CI Group every opportunity for the exercise of initiative and imaginative leadership at their own levels. On the

SERVER

other hand, he has little patience with the "time server" who is not prepared to exert himself either to acquire by self study the background he shouldhave to do his job properly or if he has the background to use it effectively in his work.

Moving into the responsibilities of deputy division chief, Mr. Bagley has demonstrated to my satisfaction that he was the best possible choice for this position. He has easily mastered those substantive areas of the division's work with which he had no previous association or encountered only occasionally as Chief, CI Group. This is especially true of the reports and requirements area and of certain collection activities.

Mr. Bagley's performance in the position of deputy chief has indeed been outstanding. I would accord him particularly high marks for the energy and enthusiasm he has displayed in shaping and expanding the training and orientation programs conducted by the division as one means of conveying to CS officers outside the division some understanding of the

sitive to costs whether one is speaking of funds or manhours. He does not lightly undertake the expenditure of either. My very positive evaluation of Mr. Bagley's potential for senior leadership in the Clandestine Service has not changed. He is a magnificent intelligence officer whose keen intellect and rapidly growing appreciation of the "art of the possible" mark him as one of the best officers in our service. It is my intention to recommend him for promotion at an early opportunity.

David E. Murphy Chief, Soviet Bloc Division

Tonnent II. Bagley

Date 9 July 1966

Reviewing Official:

W. Lloyd George
Acting Assistant Deputy Director
for Plans

Date -8 July 10gg

JUL 1960

-12 March 1965.

MEMORANDUM IN LIEU OF FITNESS REPORT - 1 April 1964 31 March 1965

SUBJECT:

BAGLEY, Tennent H. Operations Officer 056043 Branch Chief DDP/SR/CI DOB 11-11-25, GS-15, SD:D

Mr. Bagley still occupies the position described in his last fitness report of 30 April 1964. The quality of his performance continues to be <u>outstanding</u> in all respects including cost consciousness. He has been recommended for promotion to GS-16. This recommendation should receive early consideration. There are certainly very few officers in the GS-15 level who are more deserving in terms of their executive potential and their contributions to the mission of the Clandestine Services.

David E. Hurphy Chief, SR Division

Reviewing Official:

Thomas II. Karamessines Assistant Deputy Director for Plans

Maril 19 20

Date

26 MAR 1969

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BACLEY, Tennent H.

SECTION C (Continued)

This substantive background lends a quality of toughness and realism to his work as a planner and supervisor which is matched by very few others in the Clandestine Services.

As a supervisor, Mr. Bagley distinguishes himself by the ability he has to be immensely interested in the details of his subordinates' operations while at the same time leaving to them sufficient freedom of decision and action to carry out their programs without undue interference. He retains control over a large element (there are four branches and 55 employees in the group) and several first class senior subordinates by virtue of their respect for his competence and substance. More important, he infuses them with the same sense of dedication and deep enthusiasm for his work he himself possesses.

In his position Mr. Bagley also handles certain sensitive operations directly. All of the qualities of imagination, penetrating insight, energy and protessional knowledge which can be seen in his work as a supervisor are present in his case work. He has also demonstrated that he is a superb agent handler with a fresh, common sense approach to tradecraft problems. I have also seen him display a constant readiness to sacrifice his own comfort, leisure and private affairs to the demands of the operational situation. He is not long discouraged in the most difficult circumstances and his natural optimism, alert mind and special kind of clan work constantly to discover new avenues of approach to whatever operational problems he faces.

I would describe his cost consciousness by noting that it is simply foreign to his nature in both a personal and professional sense to use funds thoughtlessly. He has demonstrated that he considers the expenditure of operational funds must be related to a commensurate gain in terms of our operational objectives.

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FR - Tennent H. Bagley SECTION D - 3 (cont)

lines and will align himself accordingly as his branch shakes down and he becomes a little more experienced in headquarters operation at the branch chief level.

With specific reference to the performance ratings, I would rate this employee as "S" on Specific Duty #1, "S" on Specific Duty #2, and "S" on Specific Duty #5. I would assign this employee an overall rating of "S".

14-00000

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28 August 1962

TO2	Chief, EB	
ATTN:	David E. Murshy	
PROM:	Chief of Station, Bern	-
SUB JECT:	Memorandum in Lieu of Final Fitness Report on	
· • `	Tennent Bayley	
	will be leaving Bern Station permanently, with ment to Headquarters on 5 September 1962. During his four and a	
consister 2. and opera	rs here his performance has been highly professional and ntly outstanding. His absence will be keedly felt by the Station.  Endowed with a high degree of intelligence, judgment, imagination attornal skill, and with fluent French, German and useful Russian, worked in every aspect of Station endeavor, ranging from the proper	
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# RYBAT/SECHET

5. Ideally suited to the particular requirements and operational climate of Switzerland, is highly regarded and respected by his KUBAZI and ODACID associates, and we all have learnt much from him professionally. Exceptionally mature and knowledgeable, he is a natural for a command position. The most outstanding all-around officer in the Station, has been producing consistently at a level above his present grade. He has been recommended for promotion repeatedly, the last time on 6 october 1961. It is hoped that in his new assignment he will soon be granted this concrete recognition of his superb performance and high potential.

51 Burton Lifschuitz

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SECTION E NAR	RRATIVE DESCRIPTION OF MANNER C	of Job Performanceunnel
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degree of intelligence	e and ability to concentrate.	He is imaginative and skilled. A
		od writemandamparticulate speaker.
Though his natural be strated ability and ac-	ent is in the CE field, in which complishments in other areas	h he excels, he has also demon- s of Station activity. He is par- agement of his operations. His
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is intolerant of those	who do not meet the very high	omising Station chores and at times h standards he sets for himself. ficer with outstanding potential.
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SECTION F	CERTIFICATION AND COM	HENTS:
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	rtify that I have seen Sections A, B, C, L	D and E of this Report.
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A heceaper 1200	BY SUPERVISOR	
IONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYER GIVE EXPLANATION
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9 December 1960		/s/ Philo DIBBLE
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	PLOYEE A HIGHER EVALUATION.	
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	g all around officer in the State	
		situation of Switzerland. In my
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opinion he has been per	-	ened much from him professionally.

/s/ Burton R. LIFSCHULTZ

9 December 1960

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		Language and the second	HIS TIME, GIVE REASON.
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nths rmployek Der my supervi	HAS BEEN Sion	IF THIS REPORT HAS NOT BEEN SHO	OWN TO EMPLOYER, GIVE EXPLANATION
		BY SUPERVIS	
30 April :	1959	/s/ Tennent H. P	
TE		SIGNATURE OF EMPLOYEE	
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CTION F	<del></del>	CERTIFICATION AND BY EMPLOY	
2.	Subject!: he should relation: are argue	s potential for further d i attempt to bring more f s with others. His views	eacity and intense interest in his work, levelopment must be rated high. However lexibility and understanding into his tend to be very positive and semetimes act. These are minor weaknesses in ing officer.
	speaker. the CE f talent a	Although reasonably verical, for which he seems nd personality. Most of	He is a rapid, accurate and purposeful ncentration, a good writer and articular reatile, he has become a specialist in particularly well suited by natural his work in his current position has and "desk" management of operations
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	inaginat	ion and skill. His great	ng Case Officer in terms of initiative, test assets are a thorough understandin
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ture personnel d		in, it appropriate, foring a given in St	ECTIONS D, C, and D to provide me best pasts for deletin
rork. Give recom ponsibilities. A uture personnel d	mendations for mplify or expla	his-training. Describe, if appropriat	ndicate suggestions made to employed for improvement of te, his potential for development and for assuming greater ECTIONS B, C, and D to provide the best basis for determ

#### FIELD FITHESS REPORT

The Filness Report is an important factor in organization personnel management. It seeks to provide:

1. The organization selection board with information of value when considering the application of an individual for membership in the career stell; and

2. A periodic record of job performance as an aid to the effective utilization of personnel.

#### INSTRUCTIONS

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Consuit current field administrative instructions regarding the initiation and transmitted of this report to head-

14-00000

TO THE FIRLD SUPERVISOR: Read the entire form before ettempting to complete any item. As the supervisor she easigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on the job effectiveness as

revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to sake sure the report is accurate and complete. Primary responsibility reals with the surrent supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his synk, so that in a general way he knows where he stands.

IT IS OPTIONAL WHITER OF NOT THIS PITHESS REPORT IS SHOWN TO THE PERSON BRING RATED

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GS-12		Austria	
DUE DATE OF	THIS REPORT	1	THIS ALPORT (Inclusive dates)
30 Novem	ber 1951	l July throu	rch 15 liovember 1954
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	noo1110 eca		1/1 Juno 1951
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this section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the left hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make favor distinctions if you so desire. Link at the statement on the left - then check the category on the right which heat fells how such the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

	STATEMENTS	t.,							CATEGORIES										
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	I. A GOOD REPORTER OF EVENTS.				T				I			I		$\Box$			×	I	
	2. CAN MADE DECISIONS ON HIS OWN WHEN NEED ARISES.	<u> </u>			I							$\Gamma$		I		x	Ė	T	T
	3. CAUTIOUS IN ACTION.		,		I			L.	I			I		Ī	χÚ			Ĺ	Τ
	4. HAS INITIATIVE.				I		· · · ·		I		<u> </u>	I		Ì			x	Τ	T.
	B. UNEMOTIONAL.	厂								Ì		x		T					T.
	S. ANALYTIC IN HIS THINKING.													I				x	
1	7. CONSTANTLY STRIVING FOR NEW KNOWLEGGE AND IDEAS.					I								I	Ī	<del></del>		x	T
-	8. GITS ALONO WITH PEOPLE AT ALL SOCIAL LEVELS.										x			Ė					
1	9. HAS SENSE OF HUMOR.					1							x	L					
	IO. KNOWS WHEN TO BETK ASSISTANCE.									I				Ľ.	x				
	1- CALM-														x				
1	2. CAN GET ALONG WITH PEOPLE,							,					x	1	T				
ŀ	3. MEMORY FOR FACTS.																х		
ŀ	4. GETS THINGS DONE,									T							x		
Ŀ	S. KELPS ORIENTED TOWARD LONG TERM GOALS.						: [			].					Ť	x.			
۱.	. CAN COPE WITH EMERGENCIES.					I	I			Τ		-			-1-	x			
11	ACCOMPLISHMENT.					L					T	-			7		7	x	
10	- HAS STAMINAL CAN KEEP GOING A LONG TIME.													x	T		<del></del>		
19	. HAS WIDE HANGE OF INFORMATION.		1			T				I							x I		
20	. SHOWS ORIGINALITY.		<u> </u>							1	7	-			T		x.		
21	ACCEPTS RESPONSIBILITIES.	·								Τ		x	Ī	*****	7		T	$\overline{T}$	
22.	40HITS HIS ERRORS.						L				Ī	<b>x</b> ,	T		7	-	<del>-</del> ,-		=
23.	RESPONDS WELL TO SUPERVISION.						T			==  -	Ī			x	1	-	T	7	=[]
_	EVEN DISPOSITION.						T				1	x							∃i
25	STACES SUPPORT.										Ĭ,			x					=]
		·				25									-				

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A. MHAT ARK HIS OUTSTANDING STREETHS Basic brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social coise, experience, agressiveness. Writes extremely well, effectively presenting complicated material. Deeply veness this work, anxious to learn more about it. Has unusually thorough grounding interested in his work, anxious to learn more about it. Has unusually thorough grounding in tradecraft. Understands "policy" aspect of operations—relationships with other agencies, etc--to much greater degree than others his grade and experience.

on with it; he has great charm when interested in using it, but has had increasing difficulties in relationships with office staff because of impression he gives of own importance. Tends to blame circumstance for personal failure to follow through on assignments offected by personal relations: Wants to be in "inner circle" and tends to sulk when he feels he is not, or when things do not go entirely to his satisfaction.

(*nei	· Filled En)										
•	experience, far outwoigh all other consideration and officer of less outstanding ability.										
	Ling employee should be exposed to good super- eer develops as fully as can be expected.										
E. BHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?											
Any advanced operations training which h	e may not have had.										
F. OTHER COMMENTS (Indicate here general traits, specification of the state of the	ic habita or characteristies not covered elembers in the										
Subject is an outstanding young officer.	•										
SECTION VI											
Reed all descriptions before rating. Place "X"	in the most appropriate box under subsections A.B.C.40										
A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.	C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.										
1. DOES NOT PERFORM DUTIES ADEQUATELY, WE IS INCOMPETENT.	1. HAS AN ANTAGODISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE ORGANIZATION AT THE										
2. BARRLY ADEQUATE IN PERFORMANCE, ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.	FIRST OPPORTUNITY.  2. HAS STRONG MEGATIVE ATTITUDE TOWARD ORGANIZA. TIONIREG RY RESTRICTIONSREGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING										
2. PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCA- SIGNALLY REVEALS BOME AREA OF WEAKHESS, 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT,	DETTER.  3. TENDS TO HAVE, AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION. BOTHERED BY MINOR FRUSTRA-										
EFFECTIVE MANNER.  8. A FINE PFHFORMANCE, CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.  8. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS LOUALLED BY FEW OTHER PERSONS RHOWN TO THE RATER.	TIONS. WILL GUIT IF THESE CONTINUE.  4, HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERNAT HAS "BAST AND SEC" ATTITUDE WOULD LEAVE IF SOMEOUP OFFIRED HIM SOMETHING DETTER.  5, IRNDS TO HAVE FAYORABLE ATTITUDE TOWARD ORGANI- ZATION MAKES ALLOBANCES FOR RESTRICTIONS										
IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER PREAT TO THE YES. IF YES, WHAT?	IMPOSED BY WORKING FOR ORGANIZATION. THINKS IN TERMS OF A CAPTER IN THE ORGANIZATION.  8. DEFINITELY HAS FAVYHABLE ATTITUDE TOWARD THE ORGANIZATION, MARRING AN UNEXPECTED OUTSIDE										
	OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION. 7. HAS AN ENTHUSIZATIC ATTITUDE TOWARD THE ORGAN-										
	IZATION. WILL PROPAPLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.										
•	, , , , , , , , , , , , , , , , , , , ,										
B. DIRECTIONS: Considering others of this person's grade and type of pasignment, how bould you rate him on potentiality for assumption of greeter responsibili- ties normally indicated by promotion.	O. DIRECTIONS: Consider everything you know about this person is making your rating, skill in job duties, conduction the job; personal characteristics or habits, and special defects or talents.										
1. HAS REACHED THE NIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.	1. DEPINITALY UNSISTABLE . HE-SHOULD BE SEPARATED.										
2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.	2. OF DOUBTFUL BUITABILITY. WOULD NOT HAVE AC- CEPTED HIM IF I HAD YNGHN WHAT I KNOW NOW.										
3. IS READY TO TAKE ON RESPONSESSILITIES OF THE NEXT HIGHER GADE, BUT MAY NEED TRAINING IN	3. A BARELY ACCEPTASIE EMPLOYEE, DEFINITELY BELOW AVERAGE BUT WIS HOW DEARNESSES SUFFICIENTLY DUTSTANDING TO BARGANT HIS SEPARATION.										
30ME ARKES, 4. BILL PROBABLY ADJUST QUICKLY TO THE MORE BESPONSIBLE OUTIES OF THE NEXT HIGHER GRADE.	BILLITY AS MOST OF THE PEOPLE I RNOW IN THE ORGANIZATION.										
B. IS ALREADY PERFORMING AT THE LEVEL OF THE NEAT HIGHER GRADE.  8. AN EXCEPTIONAL PERSON WHO IS GNE OF THE FEW	S. A FINE EMPLOYER - HAS SOME OUTSTANDING STRENGTHS.  6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE										
WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE. MENT.	REQUIREMENTS OF THE ONGANIZATION.  Y. ENCRELED BY CHLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.										
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	FITNESS RE	PORT (P	art I) PERFORM	1ANCÈ	
	•	INSTR	UCTIONS		
FOR THE ADMINISTRATIVE (	FFICER Consult cut	rent instruct	ions for completing thi	s sepost.	
FOR THE SHERVISOR. This this evaluation to your nate where he stands we strengths and weaknesses under conditions anceld	superviso <i>t sòd seni</i> th you. Completion . It is also orven	or cilicials. of the report isotion policy	Organisation policy r rt con help, you prepa r that you show Past lo	equires the re for a d f this reco	t you inform the subords iscussion with him of hi rt to the employee excen
under conditions specifi any question. If this Tersonnel no later than	is the initial revo. 30 days after the d	rt on the em ete indicated	lnyre, it must be comp in item A, of Section	lated and for A below.	orwarded to the Office o
SECTION A.			ERAL		
1. NAME ([ A+1)	(१। न्तु)	(#Iddle)	2. DATE OF BISTA	3. 38 A	4. SERVICE DESIGNATION
BAGLEY	Tennet Zar	rington	11 November 1925	H	DI
DDP/EE/Polan	1	,	I.O. (FI)		
GS-13 24 July		I	ovened by this needer ( 956 - July 1957	Inclusive d	atee)
10. TYPE OF REPORT	. 191 1146		1141-1401411160	PECIAL	(Specify)
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SECTION 8.		CERTIF	CATION		
NOT:	EPORT X HAS	HAS NOT BEEN	SHOWN TO THE INDIVIDUA	L PATED. IF	NOT BHOWN, EXPLAIN WHY
A. CHECK (X) APPROPRIATE	STATEMENTS;				
THIS BLFORT BETLEGER	MY 0 TH 0 PINISOS 0 P	THE ENDI-	IF INCIDIONAL IS A TER BER SENT TO PE	#### 0 T " I N .	CT OR D. A MARNING LET.
THIS BEPORT BEPLICTS AND PRESIDES RUPERVIS	THE COMBLES SPICES				ED INDIVIOUAL ENCES HOR E DECAUSE (Spacely):
I MAYE DISCUSSED BY	TH THIS THPSS/SE HS T HR KNOWS PREPE NE	6 51214 9TH 6			
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FOR THE DESTINATED OFFICE FORWATION, WHICH WILL C	CIALL RECORD FOR SU	SSTANTIAL DIF	FERENCE OF GRIGICA ALT	HE SUPER	VISOR, OR ANY OTHER IN-
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	P	in merit	Dr //1/37		
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Certify that noy substan					
" 75 w 7	OFFICIAL HOWELT E	e. Rowan	A ALVIENS C. SI	fficial tité CCP/EE	L of řeviéwing official
SECTION C.		S PERFORMANCI	É EVALUATION	-	
I. RATING ON GENERAL PERFO	RMANCE OF BUTIFS"				:
OPPACTIONS: Consider (All) in duties during the rath libility. Factors other t	ng period. Compare	him ONLY with	others doing similar a	rk at o siz	ng rated has performed miler level of respon-
6 2 - HAPELY ADECT	FSPUNSIBILITIÉS, '	ALTHOUGH HE I	IAS HAD SPECIFIC GLIBRA		3.
INSERT 4 - PERFORMS DUT	TIES IN A COMPETENT. PRIMANCE: CAPPIES OUT	SEFECTIVE MAY	ESPONSIBILIT.ES EXCERT	tönkter métt	
NUMBER 5 PERFORMS HIS THE SUPERVIS	I DUTTES IN SUCH AN I IOR.	PUTSTANDING MA	inner that he is equal.	ED BY FEW O	THER PERSONS RHORN TO
OMMENTS:				,	
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2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES			Ar e	
2. RATIAGE OF PERFORMANCE OF SPECIFIC DUTIES  PURPLYINGS  a. State in the spaces below up to six of the Place the most apportant first. In not suc b. Rate performance on each specific duty cone c. For supervisors, whilsts to apportune will	larina	MIN ALL AND AND AND AND AND AND AND AND AND AND		ie duty.
c. For supervisors, ability to supervise will who supervise a secretary only). d. Compare in your mind, when possible, the similar level of responsibility. e. Two individuals with the same job title	indivi	lual being rated with	others performing 41 PH	
duties.  f. Be specific. Examples of the kind of duties of the kind of	that m #45 Av. DEVFLO		MAII ROAM CONDUCTS INTERPOGATIO PREFARES SUMMARIES TRANSLATES GERMAN	
WRITING TECHNICAL REPORTS CONDUCTING EXTERNAL LIAISON TITING TAKING DICTATION STEEVISING	WAVAGES OPERATION COORIGINATION WRITES PERPARI	S FILES ES RADIO LATES DITH UTHER OFFICI REGILATIONS ES COMPRISHONDENCE	DEBRIEFING SOURCES KEEPS BOOKS DRIVES TRUCK WAINTAINS AIR CONDITE	
<ol> <li>For some jobs, duties may be broken down eve and phone operation, in the case of a radjo</li> </ol>	n furth	r if supervisor consi-	EVALUATES SIGNIFICANO less it advisable, e.g., com	nbined ke
DESCRIPTIVE RATING NUMBER  1 - INCOMPETENT IN THE PERFORMANCE 2 - PARELY ADEQUATE IN THE PERFORM DUTY 3 - PERFORMS THIS DUTY ACCEPTABLY 4 - PERFORMS THIS DUTY IN A COMPETI 5 - PERFORMS THIS DUTY IN SUCH A	MANCE OF Ent mann I fine w	THIS FOUND II  LAR JOB  7 EXCELS  ER THIS DU	ANYONE I KNOW IN THE PERFO	ING SIMI.
THAT HE IS A DISTINCT ASSET ON SPECIFIC DUTY NO. 1	RATING	seccific outy no. 4		RATING
Supervises conduct of Branch operations.	NUMBER		Branch Chief.	NUMBIR
sekciete outv no. 2	RATING	SPECIFIC BUTY NO. 3	o branch Chier,	RATING
Provides over-all operational guidance to field stations.	NUMBER 5	·		NUMBER
Performs function of senior Branch	AATING NUMBER	SPECIFIC DUTY NO. 6		RATING NUMBER
. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA	ا کری			
The high ratings given Mr. Bagley are in this Division. Mr. Bagley's all-are levelion to duty, his thorough grasp of comprehension of CS matters	given ound c f clan	in full conscious ompetance, his pridestine operation	ness of their uniques ofessional integrity, s and particularly hi	
r. Pagley can be impatient with the le ies, or uncompromising in professional etract from his professional competence is supervisory talents are not set out.	ess gii L matte	Cted, intolerant ers. These traits	of bureaucratic neces are listed here not	to
nd German.	TA 064	eloped. Mr. Bagi	ley speaks fluent Fre	nch
RECTIONS: Take into occount here everything your timent personal characteristics or habits, speciare him with others doing similar work of about the	n know a al defec e same l	evel.	manufacturing the same of the	he jab,
7 - DEFINITELY UNSUITABLE - HE SHOULD BE 2 - OF DOUBIFUL SLITABILITYWOULD NOT N 3 - A BARELY ACCEPTABLE EMPLOYEE 6FLOA- RANT WIS NEPARATION 4 - OF THE SAME SUITABILITY AS MUST PEOPL  NUMBER 5 - AN UNOSCILLY STRONG PERSON IN TERMS OF AN UNOSCILLY STRONG PERSON IN TERMS OF THE STRONG PERSON IN TERMS OF THE SUITABILITY	ANE ACC AVERAGE ONE TO BE STREE BE STREE BE	EPTED HIM IS I MAD AND BUT BITH NO RESMUESSE BIN THE ORGANIZATION STHS EQUINEMENTS OF THE ORG	AN AHAT, I KNOW NOW S SUFFICIENTLY OUTSTANDING	(O WAR-
THIS INDIVIOUAL SETTER SUITED FOR WORK IN SOME CIPLAIN FULLY:			ON? vis X ho.	F YES.
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1				INST	RUCTIONS		<del></del>		,
FOR THE	ADMINISTRAT	TIVE OFFICE	ER: Consult cu	rrent instru	ctions for c	ompleting	this	report.	,
ment and rated emp to be con hold and	i personnel ployee. It mpleted onl complete s	officials is recomm y after th ifter the 90	concerning the mended that you me employee has days has elap	he potential read the en- been-under sed. If this	of the emplo tire report by your supervis n is the INII	oyee being before com sion FUR A TIAL REPOR	rate pleti TLEA Ton	d. It is ng any q ST 90 DAY the emplo	propriate career manage MOT to be shown to it uestion. This report is it less than 90 days yee, however, it MUST is 8 of Section "2" below
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SECTION	F.			CERTI	FICATION	· · · · · · · · · · · · · · · · · · ·			
1. FOR TH	E RATER:	CERTIFY Y	THAT THE PART	T REPRESENTS	MY BEST JUD	GEMENT OF	THE I	ROIVIDUAL	BEING RATED
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2. FOR THE	E REVIEWING	OFFICIAL:	I HAVE REVES	פ אונ טוף	RT AND NOTE	ANY DIFF	ERENC	E OF OPIN	ION IN ATTACHED MEMO.
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SECTION (	G. )			ESTIMATE (	OF POTENTIAL				
	***		RESPONSIBILIT		<del> </del>				<del></del>
	ilitics. 7	Think in t NOV ABOVE T	terms of the	kind of resp ICH SATISFAC	onsibility e TORY PERFORM	ncountered Ince can B	E CXP	he variou Ected	ntial to aisume greater is levels in his kind of
6	3 · MAKIN 4 · READY 5 · WILL	G PROGRESS FOR TRAIN PROBABLY A	: MIGMEST LEVEL	RE TIME BFFOI G GREATFR RES TO MORE RESPO	RE HE CAN BE Sponsibilitie Oksible dutie	TRAINED TO S S WITHOUT	O ASS	UME GREAT HER TRAIN	ER RESPONSIBILITIES
PATING	7 - AN FX		PERSON WHO 15						LY ASSUMPTION OF HIGHER
2. SUPERVI	ISORY POTEN	TIAL					***		
Answer is: SUITABLE T to express	YES, indica FRAINING. Ling your o	te below y: Indicate y: pinson in !	our opinion or our opinion by the approprise	guess of the placing the column, If	e level of au number of the your rating	pervisory e descapes is hagest	obil: Erve : Drob:	ity this pretiging he perving h	Yes No If your person will reach AFTZZ low which comes closest so supervise, note your "potential" column,
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SECRET OF PERLANNEL.

INDICATE THE APPROXIMATE NUMBER OF MONTHS THE "" PH "57 " 12 34 PH "57 " " Ten Mr. Bagley's potential as a Clandestine Services operations afficer is limited only by his relative youth and symptoms such as occasional impatience and doggedness. His intellectual gifts and professional competents are beyond question and quality him for any operational job within DD/P in due course. FUTURE PLANS SECTION N. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL Mr. Bagley would probably profit from a short exposure to high-level staff work by increasing his knowledge of the U.S. intelligence community. None. --DESCRIPTION OF INDIVIDUAL DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of stat ments that apply in some degree to west people. To the left of each statement is a how under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report. X - HAVE NOT OBSERVED THIS, HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE 2 · APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 · APPLIES TO INCIVIDUAL TO AN AVENAGE DEGREE
4 · APPLIES TO INCIVIDUAL TO AN ADVE AVENAGE DEGREE
5 · APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE CATEGORY NUMBER CATEGORY CATEGORY STATEMENT. STATEMERT CATEGORY STATEMENT 1. ABLE TO SEE ANOTHER'S POINT OF SIER 11. MAS HESH STANCERDS OF ACCOMPLISHEDS 2. LAN MARE DECISIONS ON MI 12. SHORS GRIGINALITY 3. HAS INITIATIVE 23. IS THOUGHTTUS OF BTHERS 4. IS ARELYTIC IN HIS THINE 5 B. STRIVES CONSTANTLY FOR 5 MER KNORLEGGE AND 19645 6. ENOUS THEN TO SEES žą. IS SECURITY SOMECIQUS A'S 5 1 6 T A S C E STRONG SUPPORT 17. COMES UP BITH SOLUTIONS TO PROBLEMS T. CAN GET ALONS WITH PFOPE 3 28. mis carticiem is ton-IR. IS GASERVANT 5 5

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COMPLESES ASSIGNMENTS OITHIR ALLOHABLE TIME LIMITS

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9. GETS INIMES DONE

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29. FACILITATES SMOOTH OPERA-TION OF HIS OFFICE

DOES NOT REPUBLE STRONG AND CONTINUOUS SUPERVE-SION

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AND DESCRIPTION OF THE PERSON		,									
FITNES REPORT (Part I) PERFORMANCE											
			UCTIONS								
FOR THE ADMINISTRATIVE OF	•										
FOR THE SUPERVISOR: This this evaluation to your	teport is designed	ta help you e se afficials.	apress your evaluation of Organization of the Organization oblice re-	of your aub	ordinate and to trans vow inform the subor	mit di-					
nate where he stands will	th you. Completion	of the repor	t can help you prepare	e for a di	scussion with him of	hie,					
strengths and weaknesses. under conditions specific	al in Population 30.	470. It is r	ecommended that you read	I the entir	e form before complet	ingl					
any question. If this i	s the initial repor	rt on the emp	loyer, it must be comple	ried and fo	rworded to the Office	οĨ.					
Ceregonal no later then 3	io quar uttet tue qu		in item H. or Spetton /	Delov.							
I. HAVE (Last)	(First)	(Middle)	I, DATE OF BIRTH	3. 3ER	4. SERVICE DESIGNATI	ON					
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8. OFFICE/DIVISION/ BRANCH		YIX	. OFFICIAL POSITION TO		· · · · · · · · · · · · · · · · · · ·						
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7. GRADE . DATE REPORT	DÚE IN OP	S. PERIOD C	DVERED BY TWIS REPORT ()	nclustro de	(100)	7					
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SECTION 8. CERTIFICATION											
I. FOR THE RATER: THIS REPORT A HAS HAS NOT DEEN SHOWN TO THE INCIVIOUAL RATED. IF NOT SHOWN, EXPLAIN WHY											
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SECTION C.		PERFORMÂNC				7					
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MAS BEEN UNDER YOUR SUPERVISION 10

4. COUNTYTS CONCERNING POTENTIAL

While Subject in his present job has shown excellent supervisory abilities, it may be that his own personal inclinations would tend to make him feel happing it may be that his own personal implimations out assignment, rather upon in a more active operational function in his next assignment, rather upon in a middle of his supervisory responsibilities.

BECTION H.

FUTURE PLANS

. TRAIGING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Mone at present

2. SOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENT

Foreign born wife &

SECTION I.

CATEGORY DUUBER

DESCRIPTION OF INDIVIDUAL

MPRITICES: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in same degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

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POINT OF VIEW.				=	=	+		<u> </u>			1	=	+-	+	
1. A GOOD REPORTER OF EVENTS.						=		1				-	1	Ħ	
2. CAN WAKE DECISIONS ON HIS OWN WHEN NEED ARISES.						T					×	-		Ħ	
3. CAUTIOUS IN ACTION.				冝		Ī.				Lx.			İ	口	
4. HAS INITIATIVE.													x		
8. UNEMOTIONAL.										x			L		
6. ANALYTIC IN HIS THINKING.	<u></u>				_	<u>_</u> _	_						<u></u>		
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.  8. GETS ALONG WITH PEOPLE AT ALL				<del>-</del>	-			_			x		<u> </u>		
SOCIAL LEVELS.				<del> </del>	+	_	!	X					<u></u>		
6. HAS SENSE OF HUMOR.					+			=	=-						
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2. CAN GET ALONG WITH PROPLE.					+	$\exists$	=	$\frac{1}{x}$	<del>-</del>						
3. MEMORY FOR FACTS.							T	-8	=				х	$\equiv$	
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S. CAN COPE WITH EMERGENCIES.				1			<u>_</u>			Z					
7. HAS HIGH STANDARDS OF ACCOMPLISHMENT.				Ļ				1					х		
A LONG TIME.					L		<u>_</u>		$\prod$			x			
. HAS BIDE RANGE OF INFORMATION.	==			<u></u>	-	_ _			1			x.			
. SHOWS ORIGINALITY.		==	4_		-		_ _	_			X	_		=	
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26.	CAN THINK ON HIS FEET.				$\prod_{i=1}^{n}$			L	Ĺ				X		<u></u>
27.	COMES UP WITH SOLUTIONS TO				]						I	X			
20.	STIMULATING TO ASSOCIATES! A							<u></u>		x		$\prod$	1_		
29.	TOUGH MINDED.				Ι.							x			
30.	OBSERVANT.		<u> </u>					L	I			I	x		
31.	CAPABLE.				I	L		E	I					x	
32.	CLEAR THINKING						1	Ľ	Ι				x	I	
	COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.			上					$\prod$			Tx.			
	EVALUATES SELF REALISTICALLY.						仜	Ľ		匚		x			
38.	WELL INFORMED ABOUT CURRENT						-							х	
36 :	DELIBERATE.						1	L.	].	x					
37.	EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.									<u> </u>		x			
38.	IMPLEMENTS DECISIONS REGARD-								x			·.			
39.	THOUGHTFUL OF OTHERS.						Ŀ		x		<u> </u>				
40.	WORKS WELL UNDER PRESSURE.								Ŀ			x			
41	DISPLAYS JUDGEMENT.										_x_				
42.	GIVES CREDIT WHERE CREDIT IS									х					
43.	HAS DRIVE.								Γ			х			
44.	IS SECURITY CONSCIOUS.											х			
45.	VERSATILE.											х.			
46.	HIS CRITICISM IS CONSTRUCTIVE.										_x_			$\Box$	
47.	ABLE TO INFLUENCE OTHERS.									х.					
45.	FACILITATES SMOOTH OPERATION OF HIS OFFICE.	3									]	_x			
49.	DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.	····											x l	$\perp$	
\$0.	A GOOD SUPERVISOR.								x						

A. WHAT ARE HIS OUTSTANDING STRENGTHS? A brilliant young man, devoted to his work. A superior reporter with outstanding memory and analytic facilities. A perceptive and alert case officer. Works hard, writes well and easily. Keeps on top of his work and reporting to an unusual degree. Adapts easily to overseas life and has considerable chann and social presence. Speaks very useful derman and fluent French.

B. WHAT ARE HIS OUTSTANDING MEAKNESSEST

Lack of team spirit. Impatience with the less gifted. Difficulty delegating responsibility. These weaknesses add up to a certain intellectual and social snobbery which could, if continued, unnecessarily restrict Subj's horizons in the broadest aspects of possible future assignments. They will have little effect on his operational brilliance but will not enhance his ability to pass on his experience to others, or to supervise and guide them. Experience over the last couple of years indicates that he will need assistance in this and his failings, minor the they may be, should regularly be brought

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C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WE	ARNESS OUTBLIGHS ALL OTHER COMMERCONFIGNS.
An exceptionally bright person whose stream or we greater maturity, should outgrow his weak	engths outweigh by far his weakings in with
greater maturity, should outgrow his weak	nesses.
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A Company of the Comp	•
	MAIL ROOM
E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	
General desk and Headquarters training.	
•	,
7. OTHER COMMENTS (Indicate here general traits, specific report but which have a bearing on effective utilization	c habits or characteristics not covered elsewhere in the
. Tabott out miles base a parting on attactive attitude	
	•
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	10N VI In the most appropriate box under subsections A.B.C.&D
A. DIRECTIONS: Consider only the skill with which the	C. DIRECTIONS: Based upon what he has said, his actions,
person has performed the duties of his job and rate	and any other indications, give your opinion of this
him occordingly.	person's attitude toward the organization.
1. DOES NOT PERFORM DUTTES ADEQUATELY, HE IS	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGAN-
INCOMPETENT.  2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE	IZATION. WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA- TIONIRKED BY RESTRICTIONSR*GARDS ORGAN-
COMPETENTLY.	IZATION AS'A TEMPORARY STOP UNTIL HE CAN GET
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- BIONALLY REYEALS SOME AREA OF WEAKNESS.	SOMETHING BETTER.
4. PERFORMS DUTIES IN A TYPICALLY COMPETENT.	THE ORGANIZATION BOTHERED BY MINOR FRUSTRA-
B. A FINE PERFORMANCEL CARRIES OUT MANY OF HIS	TIONS. WILL QUIT IF THESE CONTINUE.
RESPONSIBILITIES EXCEPTIONALLY WELL.	FERENT HAS "WAIT AND SEE" ATTITUDE. WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS FOUALLED BY FEW OTHER PER-	B. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANI-
SONS KNOWN TO THE RATER. IS THIS INDIVIDUAL BETTER GUALIFIED FOR WORK IN SOME	ZATION. MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION. THINKS
OTHER AREAT AND THE TES. WHATT	IN TERMS OF A CARFER IN THE ORGANIZATION.
	ORGANIZATION. BARRING AN UNEXPECTED OUTSIDE
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¢ \$ *	7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN-
•	IZATION. WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.
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3. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on	D. DIRECTIONS: Consider everything you know about this person is making your ratingskill in job duties.
potentiality for assumption of greater responsibili-	conduct on the job, personal characteristics or
ties normally indicated by promotions.	habits, and special defects or talents.
1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.	1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED!
2. 19 MAKING PROGRESS. BUT NEEDS MORE TIME IN	(2) OF DOUBTFUL BUITABILITY WOULD NOT HAVE AC-
PRESENT CAPPE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.	GEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.  3. A DARELY ACCEPTABLE EMPLOYEEDEFINITELY BELOW
3. IS READY TO TAKE ON RESPONSIBILITIES OF THE	AVERAGE BUT WITH NO WEARNESSES SUFFICIENTLY
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4. WILL PRODUCT AGJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.	BILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
3. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT	5. A FINE EMPLOYEE . HAS SOME OUTSTANDING
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WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE.	REQUIREMENTS OF THE ORGANIZATION.
, MENT,	7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.
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## CENTRAL INTELLIGENCE AGENCY WASHINGTON 25, D. C.

#### OFFICE OF THE DIRECTOR

1 5 JUL 1955

MEMORANDUM FOR: Tennett H. Bagley

SUBJECT:

Notification of Membership in the Career Staff

- 1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 1 July 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds Chairman, CIA Selection Board

Noted:

Date: & Dec 1917

Career Service Staff Office of Personnel

3 JAN 1956

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A. SHAT ARE HIS COTSTANDING STRENGTHS PAGE brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social poise, experience, agressiveness. Writes extremely well, effectively presenting complicated caterial. Deeply interested in his work, auxious to learn more about it. Has unaqually thereign grounding in tradecraft. Understands "policy" aspect of operations—relationships with other agencies, ste—to much greater degree than others his grade and experience.

en with it; he has great charm when interested in using it, but has had increasing if ifficulties in relationships with office staff because of impression he gives of own importance. Touch to blame circumstance for personal failure to follow through on assignments effected by personal relations. Wants to be in "imper circle" and tends to sulk when he fools he is not, or then things do not go entirely to his satisfaction.

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Only that in the senses that an outstand vision at all times to see that his car	Ling employee should be expedifined good super- ser develops as fully as can be expected.
E. WHAT TRATOTOS SO TOU RECOMMEND FOR THIS INDIVIOUAL?	
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report but exich here a bissing on effective utilisa Subject is an outstanding young officer	•
\$EC	TION VI
Rood off descriptions before roting. Place "X"	in the most appropriate box under subsections A.B.C.AD
h. DIBECTIONS: Consider only the skill with which the person has performed the duties of his job and cate him secordingly,	C. DIRECTIONS: Breed upon what he has easy, his actions, and any other indications, give your opinion of this person's attitude toward the organisation,
1. BORS MOT PERFORM BUTIES ADEQUATELY: NE 18 1905/MPTENT,  2. BARSLY ADEQUATE IN PERFORMANCE: ALTHOUGH NE NES PAY SPECIFIC QUIDANCE OF TRAINING, ME OFFER FAILS TO CARRY OUT RESPONSIBILITIES COMPTENTLY,  3. PERFORMS MOST OF HIS OUTSES ACCEPTABLY: OCCA- SIGNALLY PEVEALS SOME APEA OF MEARNESS.  4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MACHER,  5. A SIGNE PENDOMANCE: CARRIES OUT MANY OF HIS RESPONSE HIS DUTIES IN SUCH AN OUTSTANDING MANNES THAT HE IS EGILLED BY FEE OTHER PER- SHOT MANNES THAT HE IS EGILLED BY FEE OTHER PER- SHOT RESPONSE HIS BUTIES OF DO MORK IN SOME OTHER AREAS	1. HAS AN AUTAGORISTIC ATTITUDE TOWARD THE AGENCY FILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.  2. HAS SPONG REGATIVE ATTITUDE TOWARD ORGANIZA- TION IRRED BY RESTRICTIONS FEGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING DETTER.  3. TENDS TO MAVE AN UNFAVORABLE ATTITUDE TOWARD THE GREATIZATION ROTHERED BY WINGR FRUSTRA- TIONS. WILL OUIT IF THESE CONTINUE.  4. HIS ATTITUDE TOWARD THE DREAMIZATION IS INDIF- FERENT HAS "WAIT AND SEE" ATTITUDE WOULD LEAVE IF SOMEONE OFFIRED MIN SOMETHING BETTER.  5. TENDS TO MAYE FAVORABLE ATTITUDE TOWARD THE IMPOSED BY WORKING FOR ORGANIZATION THINKS IN TERMS OF A CAREER IN THE GREATIZATION.  8. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE OPPORTUNITY. WILL PROBABLY EXPECTED CUTSIOE OPPORTUNITY. WILL PROBABLY EXPERTED CUTSIOE OPPORTUNITY. WILL PROBABLY EXPERTED CUTSIOE OPPORTUNITY. WILL PROBABLY EXPERDS THE ORGAN- IZATION BELL PROBABLY TEVER CONSIDER WORKING ANY PLACE OUT IN THE ORGANIZATION.
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- 2. Subject's weaknesses, which because of his outstanding ability and promise are rather magnified in this assessment, lie mainly in his occasionally faulty human relations. Subject rejects much of the social life which is customarily associated (although not necessarily for the best) with Kubark field posts. His interests, aside from his work, are primarily intellectual and artistic. These interests, coupled with his at best pro forms fulfilling of the customary Kubark social protocols, definitely weaken his relationship with the rest of the staff.
- 3. Subject comes from a service environment and was himself a Marine officer when very young. This early environment and training has, probably without Subject's being aware of it, caused him to expect of others a devotion to duty and self discipline which is rarely to be found. These high standards have caused Subject to discount to some degree the abilities of the clerical staff and, to a lesser degree, other junior personnel.
- It. A second weakness probably results from Subject's consistently successful career. He has, without any effort on his own part, frequently if not invariably found himself closely associated with "management" and regarded by the "management" as being unusually talented. This has caused him to expect his work to receive special attention which is not always warranted. When this does not happen, he tends to pout.
- 5. There is no question in the writer's mind but what Subject would be an outstanding addition to any office in the Agency. He has, as far as can be seen now, an unlimited growth potential. His minor faults will correct themselves with maturity and increasing experience.

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23 September 1953

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has returned here for another two years.	
2. Subject has a notably orderly mind, unmarkable interest in his work. He is able to he one time. Although Subject has had a variety of	andle a variety of tasks at
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experience and depth necessary to support his all Subject is extremely well disciplined personally tically, he sometimes expects other persons to he also tends in other ways to disregard the humintelligence operations. However, there is no cadditional experience will cure both of these versions.	trendy good theoretical knowledge. Unfortunately and unrealis- nave similar self-discipline. nan elements ever present in question in my mind but what
3. I have every reason to believe that Sub	ject will be ready
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# FILE COPY OF STANDARD FORM 56 "AGENCY CERTIFICATION OF INSURANCE STATUS— FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,
Office of Personnel (x3257).

United States Marine Comps Certificate of Honorallo/j Julisfüctory Service in World War ! willoted active service and is this date Entered the United Hates Marine Corps Began Active Service Upon relief from Solive Duty held Rank of -Second Lieutenant MB. Hushington, D. C.

V. S. MARINE CORPS REPORT OF SEPARATION 244.12 188d. £S# -- -I. LAST HAME BAGLEY Tonnont <u> Harrisaton</u> RECORD OF MASHIE COMES ES BTITCTIVE BERVICE TES NO VES NO Vashington, D. C. 10. PLACE OF ENTRY INTO ACTIVE DEPVICE 18 MFA44 QF, FHTRY 111-b 1Jul43 29. PLACE OF DEPARATION FROM ACTIVE BERVICE 84. 8416 07 \$57484710 PENSION CLAIM FILED 26Jun46 E:UDot MB. Washington, D.C. BO. TYPE OF DISCH 87. Meets 40 tooling call on 114 Honorable \*\*\*\*\* BO. MILITARY SPECIALTIES (1950) Sea Duty Officer COURCES TO BERVILE OCHORLE ATTENDED PCS, Quantico, Va. PCS Ocs-16 Son School, San Diego, Cal. Eca School 5 DO. PRINCIPAL MILITARY DUTY Sea Duty Officer (1950) DANOTHERT AND HOUSELY ME EXCENTS: LL DAYA 31. CIVILIAN OCCUPATION (TITES) D.O.Y. MINIOLE Student 0-x Majored in International Relations and Foreign Trade BE. RECORDER OCCUPATION (TITLE) D.O.T. HYMSEA LAST EMPLOYED 94 348 818 917 1/2 78 817 DO. LAST EMPLOYER BEFORE ENTRY INTO BERYICE BS TOUCATION IN YEARS SA PARKETONIALIA Internation Relations and Foreign Trade -----Valle Constant 40. PREFEGENCE FOR ADDITIONAL TRAINING Going back to school Foreigh Trade Will be trained for Underfided I certify that ell information on this form pertaining to the Nevet Larvise of the above named individual is in geored-innes with the records of the U.S. Mannes Corps and that a copy of this form has been delivered to them in person.

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# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

### TO COMPLETE THIS FORM-

### FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
   Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

2				W (please print or type):	_
4	NAME (last)	(first) 05604°	(middle)	DATE OF BIRTH (month, day, year)	COCIAL CECHDITY MIMBER
	BAGLEY,	Tennent	н	Nov. 11, 1925	
	EMPLOYING DEPARTM	ENT OR AGENCY		LOCATION (City, State, ZIP Code)	<u> </u>
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2	MARK AN "X" IN ONE OF	THE BOXES BELOW (do NOT mark more than one):
w	Mark here	ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE
	if you WANT BOTH optional and regular insurance  (A)	I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.
	Mark here	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE
	if you DO NOT WANT OPTIONAL but do want regular (B)	I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least I year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.
	insurance	
	Mark here	WAIVER OF LIFE INSURANCE COVERAGE
	if you WANT NEITHER regular nor optional insurance (C)	I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least I year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot new or later have the \$10,000 additional optional insurance unless I have the regular insurance.
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SIGN AND DATE. IF YOU MARKED BOX "A" OR "C".  COMPLETE THE "STATISTICAL STUB," THEN RETURN	FOR EMPLOYING OFFICE USE ONLY  (call cash recentling date stamp)
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### MEMORANDUM OFUNDERSTAEDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Signature TENNENT BAGLEY

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FORM NO. 1030

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Career Outline

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FORM NO. 797 REPLACES FORM 37-193

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INSURANCE QUESTIONNAIRE
CONFIDENTIAL

When completed, the original of this form should be forwarded to TARB for incorporation in the employee's official personnel folder. The copy should be forwarded to CPB for retention in CPB files.

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### TRAINING EVALUATION

1. The official to whom this report is entrusted is personally responsible for it. Although he may within his discretion show it to other members of his staff, the report should never be shown to the student whom it

2. The report summarizes the findings, observations, and opinions of the various instructors during the course listed only, with no reference to other facts or findings about the student. More complete data is swallable in the files of the Training Division and may be examined after contesting the Records and Schöduling Officer.

STUDENT'S NAME Tennent Harrington Pacley	DATE OF REPORT 8 December 1950		
• •	DIVISION 020/FOM Age 25 GRADE GS-9		
TRAINING PERIOD 30 October - 1 December 1950	PROJECTED ACCIGNMENT Intelligence Officer Germany		

1. PERFORMANCE RECORD. The following grades show the achievement of the student in class problems and examinations. The total possible score is broken down to indicate the relative maighting of various factors. The overall adjectival rating is based on the following scales. O to 395 unsatisfactorys 60 to 195 tetlefactorys 60 to 895 tesellent; 90 to 1005 juperior.

		Possible Score	Achieved Score
FACTS (1)	Comprehension of mission of OSO	. (40)	36
(21	Comprehension of mission of OPC	- 4491	36
(31	Comprehension of operational procedures	1251	- 22
143	Comprehension of operational policy	. 1291	24
151	USSR and Communism (clandestine aspecta)	. 1201	18
SKILLS (6)	[valuation of operational data	. 1301	27
(7)	Operational planning	-	26
(6)	Operational mechanics	" 1301	28
	Porsonality analysis	. 1391	27
(10)	Personality manipulation	1301	29
	TOTAL	13201	273

Overall adjectival reting . . . . . . . . . . . . . . . . . . Superior (91%)

2. TRAIT CHARACTERISTICS RECORD. The following indicates the verious personality traits as observed by the instructors during the training period. The observations include the student's participation and conduct in training as well as his reactions to various problems and situations. A coale of 0 to 10 is used, 0 indicating that the trait has not been observed, the lower numbers indicating below average, and the higher indicating above average.

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(2)	Ability to get along and work with people	9
(2)	Ability to greep instructions	ģ
	Enthusiasm and interest in work	
(4)	Inquistriousness	10
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(See back of page)

Diet: CHIEF INSTRUCTOR

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FORM #0. 51-88

### COMM NT:

It is worthy of note that Mr. Capley is the third student to be rated Superior since the initiation of the ACC.

12 Docember 1950

MEMOHALDUM TO: Chief, FDM

PROB

: Chiof, TRD

eubject

I Mr. Tonnent Harrington Bagley

l. It is with pleasure that the instructors and staff of ThD commond hir. Tennent Harrington Bagley on his outstanding performance throughout the period of his training.

2. It is felt by the above mentioned officers that he is the type of individual which can contribute greatly to the mission of GLA.

N. R. PZEAS Chief, TRD

S. C. G

STANDARD FORM 61 (MYVINTE APPIL I, 1946) PROMULGATED BY CIVIL SEPTIFE COMMISSION CHAPTER AS FEDERAL PERSONNEL MANUAL

### APPOINTMENT AFFIDAVITS

IMPORTANT—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

CIA	ADVISORY COUNCIL	Rashington, D. C.
(Depártment or ngincy)	(Buress or dividos)	(Place of employment)
I Tempest Harrington Bagley	do sol	emnly swear (or affirm) that
A. OATH OF OFFICE		
I will support and defend the Cons domestic; that I will bear true faith a without any mental reservation or pur duties of the office on which I am abou	ind allegiance to the same pose of evasion; that I will	that I take this obligation free well and faithfully discharge the
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVE	TY AND AFFILIATION	
I am not a Communist or Fascist. that advocates the overthrow of the Gounconstitutional means or seeking by for Constitution of the United States. It is become a member of such organization Government.	overnment of the United St orce or violence to deny ot To further swear (or affirm	ates by force or violence or oth her persons their rights under the I will not so advocate, nor wi
C, AFFIDAVIT AS TO STRIKING AGAINST	THE FEDERAL GOVERNMEN	<b>T</b>
I am not engaged in any strike againso engage while an employee of the Goran organization of Government employ of the United States, and that I will not an organization.	nst the Government of the vernment of the United St ees that asserts the right t	United States and that I will no ates; that I am not a member of o strike against the Governmen
D. AFFIDAVIT AS TO PURCHASE AND SAL	E OF OFFICE	:
I have not paid, or offered or promis firm or corporation for the use of influer	sed to pay, any money or of see to procure my appoints	her thing of value to any person nent.
E. AFFIDAVIT AS TO DECLARATION OF AF	POINTEE	
The answers contained in my Ap dated	plication for Federal Emp, filed with the above ect as of this date with the	named department or agency exceptions noted in the Declara
	- June de Phart	Manter of spreader)
Subscribed and sworn before me this	4th day of July	, A. D. 19.60
Washington,		D. C.
(City)	***************************************	Came)
[SEAL]	Trank	Signature of officer)
	<u>.</u>	(Title)
NOTE.—If the oath is taken before a Nota be shown.	ry Public the date of expir	ntion of his commission should

#### **DECLARATION OF APPOINTEE**

This form is to be completed before entrance on duty. Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are different, write "NONE" in Item 10, below. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersynation is a criminal offense and will be prosecuted accordingly.

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If your answer is "Yes", list all such case Green each cese: (!) This date; (2) the nate residency; (3) the name and location of penalty imposed, if any, or other disposi if appointed, your Engaprints will be take	the court; (4) the tion of the court;							<u></u>	

#### INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foresting certificate is made shall determine to use own autifaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Engilations and atts of Congress persaining to appointment.

Thes form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and perficularly for the following:

(3) Identify of appointes.—The appointer's signature and handwriting are not compared with the application and/or other periodic papers. The physical appearance may be checked against the medical certificate. The appearance may also be questioned on his personal history for agreement with his personal settlement.

(2) Age —if definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appearance—nay not be consummated. (3) Citasnahlp..., The appointing officer is responsible for observing the citasnahlp provisions of (1) the Civil Service Rules and (7) appropriation acts. Foun 61 constructes on affidiwit for both purposes and is acceptable proof of extensibly status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certificial of the Civil Service Commission.

(4) Members of Family.—Section 9 of the Givil Service Act provides the whenever there are already two or more members of a family serving undependanced in permanent appointment in the competitive service, no other security of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons emitted to veteral perference are not subject to this requirement. The members-of-family provision does not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the f<sup>2</sup> "I Service Commission for decision.

g. £ corsi 1803 Minima STING 19-55160-1

#### CENTRAL INTELLIGENCE AGENCY 2430 K STREET NW. WASHINGTON 25, D. C.

24 July 1950

Dear Mr. Tennent H. Bagley:

1. This is to notify you that the United States Covernment as represented by the Central Intelligence Agency, has accepted your employment effective. 24 July 1950. .

Position:

Intelligence Officer

Base Salary:

GS-9,, \$4600.00 per annum

#### 2. You will be:

- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.
- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.
- c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.
- 3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Official authorized to sign letters of

appointment

I accept the above agreement as a condi-

tion of my employment by CIA.

Employee

June 1948 51-105

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3. PORWARD CHECK TO			• • • • • • • • • • • • • • • • • • • •	84. ALLOTS	SENT OF ASSIGN	MENT		-
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7. LANGUAGE German	-	ම, coon (25.27) දුරිල්	B. DATE OF TRE		·		10. ANNIVERSANT CO.	ATE (28.23)
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18, FEDERAL TAX DEDU	CTION-	\$	] · ·	-	-  -	-	- <del></del>	
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SECTION I			GENERAL	<u> </u>	······································		
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		SECTION III	CONTINUED TO	PAGE 2			

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	·	SECTION III CON				
21. DATES OF MILITARY	Y SERVICE OF SPOUSE (	From- And Tu-	DE MINUM THE	VEAR	- \	
22. BRANCH OF SERVICE		·	Tea (0000000		LITARY SERVICE	APP 11 /APP 0
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24. DETAILS OF OTHER	GOVERNMENT SERVICE.	U.S. OR . FOFE 164	· <del></del>	<del></del>	<del></del>	<del></del>
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SECTION IV RELA	TIVES BY BLOOD, MARRI	AGE ON ADDPTION	FIAING ABHOVD	OR NHO AME H	OT U.S. CITIZEN	5
CTION V	•	FIBANCIAL	STATUS			
HE YOU'ENTIRELY DEPE	WOLNT ON YOUR SALARY	,	Y YES	. 40		
DO YOU HAVE ANY FINAN NITH U.S. CORPORATION ANSWERED "YES." GIVE	S UR BUSINESSES HAVIF	NS SUBSTANTIAL FO	PRINCE INTERES	157	[Z] 40	SSES OR 14 OR IF YOU HAVE
O YOU RECEIVE AN ANNO LHITOH, OR COMPERSAT	JITY FROM THE UNITED ION-FOR MISSEARY DR-+	- STATES CP DISTRI Naval Service+	CT OF COLUMBIA	AND	UNUTE ANY RETIR	EMENT ACT,
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		SECTION Y CONTINU	FO TO PAGE 5			
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		SECTION V CON	TINUED FRO	M PAGE Z				
	. G. BANK ING	INSTITUTIONS #	In anich		ACC DUNES			
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1	HAVE YOU EVER BEEN IN, OR PETITIONED FO	R. BANKRUPTCYF		Y1,3	X No	:		·
	, IF YOU HAVE ANSWERED "YES" TO QUESTION		ARTICULARS NA	, INCLUD	ING COURT AN	DATE(S)	,	
:	ECTION VI		ENSHIP .					
,	COUNTRY OF CURRENT CITIZENSHIP	2. CITIZENBRIP		. '	·			<del>-</del> ,· · · ·
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hunting (fair),	golf (fair), swimming (fishing (fair)	good), thess (lair	), BKI	ing (1	airj	**
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L EXCLUSION FOLIPPENT DOTED IN	SECTION X. LIST ANY SPECIAL SK	ILLS YOU PUSSESS RELATIN	G TO OTH	EN EQUIP	MEST OR	WA: 1
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Larger, CPd, Medicel Fechnici REGISTAL DEMBER, IF ROOMS,	*". #fc.). INDICATE THE #140 G	F LICENSE OR CERTIFICATE	. HAME O	r issuin	S STATE.	AND
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• [	Г	SECTION X CONTINUED FROM PAIR &
	-	. LIST ANY SIGNIFICANT PUBLISHED WATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested).
	′	LIST ANY SIGNIFICANT PUBLISHED WATERIALS OF WHICH YOU ARE THE AUTHOR CON NOT WOULD CORRECT INTEL PUBLICATION DATE, AND THE OF WRITING (YOU Incline, scientific articles, general interest sub-
ı		rects nowels, short stories, etc.)
ı	İ	
- 1		International Protection of National Minorities, 1950 (book written/as doctoral
ı	_	dissertation
ı	8.	. INDICATE ANY DEVICES WHICH YOU HAVE INSENTED AND STATE WHETHIR OR NOT THEY ARE PATENTED
1		Name
- 1		None.
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J	٠.	LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
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1		None.
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- [	10	D. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS, OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A
I		MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED.
ŀ		
		None.
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• [		SECTION XI ORGANIZATION WORK EXPERIENCE - SINGE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE
ı		1. INCLUSIVE DATES (From- and To-) 2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
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r		1. INCLUSIVE DATES (From and To-) 2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
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1	ŀ	4. NO. OF EMPLOYEES UNDER YOUR DIRECT S. OFFICIAL POSITION TITLE
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1	1	1. INCLUSIVE DATES (From- and To-) 2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
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_	<u>_</u>	(Use additional pages if required)
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SECTION XII	CH	ILDREN AND OTHER				
1. NUMBER OF CHILDREN (Including and adopted children) was an UNDER 21 YEARS OF ASE, AND AL SUPPORTING.	A stopchildron L unmarried, L not self.	1 1.	NUMBER OF PATENTER, B MHO DEPEND THEIR SUPPI DE AGE MID	THEN DEPENDENT Sepperents, 50	ts (including spouse, ster, etc.): LEAST 50% OF REW OVER 21 YEARS	0
3. PROVIDE THE FOLLOWING INFORMA	TION FOR ALL C	CHILDREN AND DEPE	SER	<del>'</del>	<del></del>	
· NAME	RELATIONSHIP	YEAR OF BIRTH		CITIZENSHIP	ADDRESS	
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ADDITIONAL COMMENT AND/OR CONTINU	ATION OF PRECE	DING ITENS		<u> </u>		
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		PART I-GEN	ERAL				•
t. www. (Last-First-Middle)		7 • 24)			2 DATE OF BIRTH		29-301
BAGLEY,	Tenne	ent Hari	-ing to	n	Nov.	11	1925
ir tankninde täti	• 999	4. TODAY'S DATE	124	391	s		
Tanad	373	JUNE	17	1957		NO PROF FOREIGN	LANGUAGE
		PART II-LANGUA	GÉ ELEXEN	TS,			
SECTION A.		Reading	( <del>4</del> 0)		*	- ,	•
I CAN READ TEXTS OF AN	Y DIFFICULTY, O	A GENERAL NATUR	E OR IN F	TELPS I AM	FAMILIAR WITH, U	ING THE	DICTIONARY
2. 2 CAN READ TERTS OF MO		FIGULTY, OF A GE	NERAL VAT	WRE OR IN F	IELOS I AM FAMILI	AR WITH,	USING THE
E CAN READ TEXTS OF AV	ERAGE DIFFICULTY		ference #	aterials, o	EĊ.), USIÑO THE O	ICTIONAR	Υ
4. E CAN READ SIMPLE TEXT	TS. SUCH AS STAFE	T SIGNS, NEWSPAPI	ER HEADLT	NES, ETC.,	ISING THE DICTION	ANY FREQ	UENTLY.
5. I HAVE NO READING ADIL	ITY IN THE LANGU	AGE.			-		
SECTICA B.		Writing	(41)		·		
T CAN WRITE PERSONAL L C- GRITE FACTUAL NARPATIVE MATTIVE STYLE, USING TH	C AND EXPOSITORY	MATERIAL WITH RE					
T CAN WRITE PERSONAL L TARELY. I CAN WRITE F ERGORS, BUT IN A STYLE	ACTUAL NARRATIVE	AND EXPOSITORY N	ATÉR AL 1	WITH REASON	BLE CLARITY, #17	ICTIONAR H FEB CR	Y ONLY AMMATICAL
I CAN WRITE PERSONAL LE 3. BUT WITH OCCASIONAL MIN OCCASIONALLY.							
TO BUT WITH WAS SUBJECT OF THE STANDARD STANDARD TO STANDARD STAND	ETTERS AND SIMIL CAL ERRORS AND I	AR SIMPLE MATERIA N A VERT FOREIGN.	L. WE'M T AWKWARD	EASONABLE S STYLE, USIN	UCCESS IN CONVEXE G THE DICTIONARY	NG MY ME FREQUENT	AHING.
5. I CANNOT WRITE IN THE L	ANGUAGE.				٠,		
ECTION C.		Pronunciation	n (42)				
1. WY PROMUNCIATION IS MAY	rive.		, ~		<u>.                                    </u>		
2. THILE NATIVES CAN DETEC	T AN ACCENT IN A	IV PRONUNCIATION	THEY HAVE	No DIFFICU	TY UNDERSTANGING	ut.	
3. WY PROMUNCIATION IS OBV	IQUELY FOREIGN.	BUT ONLY MARELY !	CÝNZFZ DI	FEECULTY FO	PERATIVES TO UNDE	ASTANO.	
4.) WY PRONUNCIATION IS DEC	ASIONALLY DIFFIC	ULT FOR NATIVES	IG JECTES	TAND.			
3- 1 LAVE NO SKILL IN PRON	UNCIATION.		: .				
	(	CONTINUE ON REVE	ERSE S IDE	5		<del> </del>	
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	-	PART 1-GEI	ERAL				
1. NAME (LAST-First-Widdl	•)	17-24)			2. DATE OF BIRTH		79-361
BAGLEY,	TENNENT	HAARING TOU			Nov.	11	1929
3. LANGUÀGE 🔄 [	21- 23)	4. TODAY'S CATE	174	7749	5.		
German	283	June	17	1957		NO PROF	LANGUAGE
		PART II-LANGUA	ee erenen	T3			,
SECTION A.		Reading	(40)			•	
1 CAN READ TEXTS OF	ANY DIFFICULTY, I	OF A GENERAL WATER	E 04 IN 1	IELDS I AM	FAMILIAR WITH, US	140 THE	DICTISAL.
Z. I CAN READ TERTS OF DICTIONARY OCCASIONA	MOST GRADES OF DI	FFICULTY, OF A GE	NERAL NAT	URE OR IN #	IELOS I AM FAMILE	AR BITH,	UEFOR THE
3. I CAN READ TEXTS OF PREQUENTLY.		y (newspapers, te	ference m	aterials, e	(c.), USING THE D	ICTIONAR	γ .
4. I CAN READ SIMPLE TE	XTS, BUCH AS STRE	ET BIGNS, NEWSPAP	ER MEADLI	NEB, ETC., (	USING THE DICTION	ARY FRES	ufoite.
5. I HAVE NO READING AD	ILITY IN THE LANG	IJĀĢĒ.			•		
SECTION B.		Writing	(41)				
I CAN WRITE PERSONAL  THE FACTUAL NARRAT  NATIVE STYLE, USING	IVE AND EXPOSITOR	* MATERIAL WITH #					
2. I CAN GRITE PERSONAL RAFELY. I CAN WRITE ERRORS, BUT IN A STY	FACTUAL NARBATIV	e and expository v	HATERIAL	RITH REASON	BLE CLASITY, WITH	CTIONAR FEM GR	amorry is al
1 CAN WRITE PERSONAL 3. BUT WITH DCCASIONAL N						THE DIET	
4. F CAN MREYE PERSONAL BUT WETH MANY GRAMMAT							
5. I CANNOT WHITE IN THE	LANGUAGE,				<b>'</b> <sub>1</sub>		
SECTION C.		Pronunciatio	n (42)				
1. MY PRONUNCIATION IS A							
THILE NATIVES CAN DET		MI SUSMUNCIATION		HO DIFFICU	LTY UNDERSTANDING	Ψ(,	
3.) MY PROMUNCIATION IS O	OVICUSLY FOREIGH.	SUT ONLY PARKLY	CALSES DI	FFICULTY FO	R HALLYES TO UNDE	estand.	
4. WY PROMUNCIATION IS O	CCASIONALLY DIFFI	COLT FOR NATIVET	*: 5485-3	TA43.			
5. I have no saill in PR	ONUNCIATION	_					
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CONTINUATION OF PART II-LANGUAGE ELEMENTS	
SECTION D. Speaking (43)	·
1. I SPEAK FLUFNTLY AND ACCURATELY IN ALL GRACTICAL AND GOCIAL STRUKTIONS) I CONVERSE FRE IN ALL FIFLDS BITH SHICH I AM FAMILIAN.	EELV AND IDIUMATICALLY
3 SPEAR FLUENTLY AND ACCUPATELY IN GRANLY ALL PRACTICAL AND SOCIAL SITUATIONS: 1 CAN COMMITTEE BRIDGE STREET BRIDGE STREET BRIDGE STREET BRIDGE STREET BRIDGE STREET BRIDGE STREET BRIDGE STREET BRIDGES AND COMMITTEE BRIDGES STREET BRIDGES AND COMMITTEE BRIDGES STREET BRIDGES S	CONVERSE IN WOST FIELDS COMMON PROVINGS.
3. I GET ALONG WUITE HELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSI	NESS IN FARTICULAR FIELD
4. I MANAGE TO GET ALONG IN THE WOST COMMON SITUATIONS OF DAILY LIPE AND TRAVEL.	
So it have no ability to use the Landuage in any of the above respects.	
SECTION E. Understanding (44)	-
I UNDERSTAND NON-TECHNICAL CONVENSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE Dearly Evenything I hear on the padig and at the movies, plays, and lectures.	TELEPHONE:   UNDERSTAND
1 UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES; IN PURS.	
I UNDERSTAND NEARLY ALL CONVENSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO- PHONE: I UNDERSTAND MUCH OF BHAT & HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LE	FACE AND ON THE TELE. CTURES.
A. I UNDERSTAND THE SIMPLEST CONVERSATION, BOIN FACE-TO-FACE AND DY THE TELEPHONE: I UNDER I MEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.	RSTAND SOME OF WHAT
5. I AM NOT ABLE TO UNDERSTAND THE SPECIEN LANGUAGE.	-
BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER	SECTION.
PART 111-EXPERIENCE AS TRANSLATOR OR INTERPRETER (85)	
1) I HAVE HAD EXPERIENCE AS A TRANSLATOR.	
2. I HAYE HAD EXPERIENCE AS AN INTERPRETER.	
3. DOTH OF THE ADOVE STATEMENTS APPLY,	:
A. NONE OF THE ABOVE STATEMENTS APPLY.	
PART IV-CERTIFICATION	, A
1 CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOW THIS CERTIFICATION CONSTITUTES MY PERLICATION FOR A MAINTIMANCE ARARD PROVIDED I AM ELIGIBL REGULATION NO. 25-119. PAR. IC(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANDINGE PROBLECOME ELIGIBLE FOR AN ABARD. AND THAT INRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTERA CUMULATIVE AS OF THE ANTIVERSARY GATE OF COMPLETING THIS FORM.	Clarecas Trat Gerana I
17 June 1951 Terment Hagley.	
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-	PART I-GENERAL		
I. HAME (Last-First-Widdle)	(7-24)	2. DATE OF BIRTH	125-301
BAGLEY,	Tennent Harrington	Nov.	11 1925
J. LANGUAUE (3)	- 35) 4- 10DAY'S DAYE (34-38)	9.	
FRENCH	265 JUNE 17 195	1 I mave	BO PRSTIETERCY POREICH LANGUAGE
	PART 11-LANGUAGE ELEMENTS		
SECTION A.	Reading (40)		
ONLY RATELY.	Y DIFFICULTY, OF A GENERAL NATURE OR IN FIFLDS	I AM FAMILIAR OFTH, US	ing the Dictionary
2. I CAN READ TEXTS OF MC	OST GRADES OF DIFFICULTY, OR A GENERAL GATHER GR	IN FIELDS 1 AM FAMILIA	AP BITH, USING THE
3. FREQUENTLY.	PRAGE DIFFICULTY (NORREPOPORO, Folorence materia	la, etc.), usino the ci	ICTEONAY
4. I CAN BEAD SIMPLE TEXT	S. SUCH AS STREET SIGNS, NEWSPAPIR MEADLINES, C	C USING THE DISTIDUA	ar sosqueusle.
5. I HAVE NO READING ABIL	ITY IN THE LANGUAGE.		•
SECTION B.	Writing (41)		
I. WRITE FACTUAL NARRATIV	ETTERS AND SIMILAR MATERIAL 4154 COMPLETE SI,CCE F AND EXPOSITORY MATERIAL WITH PLASSWASLE CLARITE E DICTIONARY CHLY RARELY.		
[ 2. ] PARELY. I CAN PRITE P	ETTERS AND CIVILAR SIMPLE WATERIAL WITH COMPLETE ACTUAL HAPRATIVE AND EXPOSITORY MATERIAL WITH DE WHICH MAY 40T OF NATIVE, USIRS THE DICTIONARY O	ASONABLE CLARITY, BITH	
	ETTERS AND SIMILAR SIMPLE MATERIAL, WITH DEAGCHA FOR GRAMMATICAL ERRORS AND IN OBVIOUSLY POREIGN.		
	ETTERS AND SIMILAR SIMPLE MATERIAL, WIF- PEASONA CAL ERRORS AND IN A VERY FOREIGH, ARREARS 57%1.		
5. I CANNOT WRITE IN THE L	ANGUAGE,		
SECTION C.	Pronunciation (42)		
NY PRONUNCIATION, IS NAI	IIVE.		
2. WHILE NATIVES CAN DETEC	T AN ACCENT IN MY PROMUNCIATION THEY HAVE NO GIV	PICULTY UNDERSTANSING	w1.
3. MY PRONUNCIATION IS ONV	TOUGLY FOREIGN, BUT CHLY PAPELY CAUSES SIFFICUL	TICOU OF PIVITAN ROT Y	STAMO,
4. MY PRONUNCIATION IS OCC	ASIONALLY DIFFICULT FOR NATIVES TO UNDERSTANG.		
5. I HAVE NO SKILL IN PROM	UNCIATION.		
-	CONTINUE ON REVERSE SIDE		
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		EN EMPLOYED BY THE FI RADE AND DATE OF LAST		O rrs O	MO .	INITIALS AND				
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belies in sull spreasing of qualifications, present positi you performe Represent up	titlent detail fivers of as Use a s on and we d in cach p incd trure	entant for you to ful to enable the Civ condex to give you rejoined to the civ rejoined block for a fix hook, explaining consistion, occounting for than 15 years ago may be summerically while work the rach position.	al Service Common bull cross in determ as a presson. Start learly the processal to a all periods of the such is the periods of	on and the printed your with your fasks which in the work the treets the threets	miller with in onth and werks for yell appropriate straids in (a) If you were a that channing look with the sail year (b) If you care	fare, or organizational over compensation, also er in which you were exclusived in the oparate employed in any proper employed in any proper than a point attention, the maint used, as were been employed in provided below for	wing the engaged to content to the control of the c	number of n such se in its prop pler "Des	f hiniri per tivity. Mil per requesie ne different emption of	itary from your
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SESCRIPTION OF	YOUR WORK									
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IDICATE "YES" OR "NO" ANSWER BY PLACING "E" IN PROPE	COLUMN	763	į MO	INDICATE TEST OR THOT ANSWER BY PLACING "X" IN PROPER COLUMN	788	 1
MAY INQUIRY BY MADE OF YOUR PRESENT EMPLOYER REGARANTER QUALIFICATIONS ETC.1	ROUNG YOUR			35 ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE TERRITORY, COUNTY, OR MUNICIPALITY		٦,
ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO 1	HE COME	X		If your answer is "Yes," give details in Item 39. 36 DON'THE INITED STATES GOVERNMENT EMPLOYING CIVILIAN CAPACITY		1
ARE YOU NOW OR HAVE YOU EVER BEEN, A MEMBER OF THE CITY, U.S.A. OR ANY COMMUNIST ORGANIZATION:	CHUINNET		X	ANY RILATIVE OF YOURS OF BLOOD ON MARRIAGE WITH WHOM YOU LIVE OR HALL LIVE WITHIN THE PAST IN WORNING:  If your answer in "Yes," show in Item 39 for RACH such relative (1) incl. name, (2) persent address; (3) references		
ARE YOU NOW, OR HAVE YOU EVER BIEN, A MEMBER OF A FASC	ist creiv		X	SPECIAL INSTRUCTIONS FOR CLAIMING VETERAN PREFERE	NCF	
ARE YOU NOW, OR HAVE YOU EVER BITN A MEMBER OF ANY ORGANISH THEM IT WAS ANY ORGANISH THEM IT WAS ANY ORGANISH THEM IT WAS AN THE WAS ANY ORGANISH THEM IT WAS ANY ORGANISH THEM IT WAS ANY ORGANISATION ASSOCIATION MOVEMENT. GROWN, OR COMMISSION OF A COMMIS	MAICH AN LEGNESTEN MAICHTEN AMERICAN R MESTE R OF STEN	•	K	A. If you are claiming preference as a PRACETIME VETERAN because and companies to the converted and companies to the converted and converted a	Who RD V DOV ce C rence to su	VE W Cla ren uhi
your answer to question 27, 28, or 29 above is "ye tem 39 the names of all such organizations, associated for groups, or combination of persons and mbership. Give complete details of your areas and make any explanation you desire is mainly apply or activities therein.	continues detentions of the string			37 (A) WERE YOU EVER IN THE UNITED STATES MILITARY OR MAVAL STRVICE DURING TIME OF WAR!  (B) IS THE WORD "HOW-BADEF" OR THE WORD "SATISFACTORY" HERD.	<u> </u>	
SINCE YOUR INTH BIRTHDAY HAYF YOU EVER BLUM ABRISTED BUMWOND DINTO COURT AS A DIFFENDANT IN A CHIMINAL DRINGHOUSE OF MACH ON THE OWNERS. TO SONICITE DE JUNE O, DE MINESOM DO BE MACH ON DE INCOVERSE EVER BLUE OOK CHARLEAGE FOR THE ABY LAW, POWER BE GUILLION ON ORDINANCE IN COCCUPANT IN COURT OF THE OWNERS OF T	MITTAG TORNIS THE LAZA- NG WART LISS OLS Trans N WILLIAM N	-	X	IN YOUR DISCHARLE OR SELVERATION PAPERS TO SHOW THE TYPE OF YOUR DISCHARGE OR SYPERATION.  (C) WAS SERVEY PERFOUNDED ON AN ACTIVE FULL TIME BASIS, WITH FULL SHELLARY PAY AND SELVE UNLESS.	<u> </u>	-
AND YOUR VER BEEN DESCHARGED OF FORCE OF ORE 1985 FOR FOR FOR THE STATE OF THE STAT	8 105000		χ	34 (A) IF YOU SERVED IN THE UNITED STATED MILITARY OR HAVAL STRINGE FURTHER FRACTINE ONLY ILLY PARTICIPATE IN A CAMPAIGN ON EXPLIPATION AND RECEIVE A CAMPAIGN ON EXPLIPATION AND RECEIVE A CHARAGE BENEFOR SERVICE RIBBONT.  (ID. ARE YOU A CISSBLED VETTRAN)	-	-
IAVE YOU EVER BEEN BARRED BY THE U.S. CIVIL SERVICE OF METALING PRAMINATIONS OR ACCEPTING GIVE. SERVICE ATMONS YOUR LINAWER IS "YES," give dutes of while team In debarment in Item 39.	35.55		y	If so, and you have not insted your disability in answer to to 33, explain in Item 37 below.  (C) are you a acterial 8 whom who has not remarried.		_
HAVE NOT ANY PHYSICAL HANDICAP DISEAUL OF OTHER B CHISHOULD BE CONSILENT O IN ASSIGNING YOJ TO WINN YOUR Answer IN "YOS" BUY COMPITATE BELLATION TO COMMUNICATION CAN BO BUSING TO YOUR PLY WORL FOR			Y	THIS SPACE FOR USE OF A PERMAN WHO HAS A SHAPICE CONFIDER OF ABBILTY AND BETTER THE STATE FOR USE OF APPOINTING OFFICER ONLY  The information contained in the answers to Question 37 phose has be		
Job. Vi you receive an annuty from the crusto states or Olumbia government did it any referentst act of any Dicke Compensation for multary or Kana is servet.	~ 200m		$\chi$	fied by competition with the discharge certificate on		
your answer is "Yes," give complete details in he lact for lettario and as 30 office on 31100. (inch.)		1/		Agency: Title:		_
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f more apace to required, use paper the name size as th	inde He	ite on	tach	sheet your name, address, date of both, and shummation title. Attach t	o ina	1161
application	rer ti to t					

## PERSONAL HISTORY STATEMENT

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		HOW LONG?	# 11 Nov. 1925   Country	CGAL CHANGE, GI	VE PARTICULA	MARRIAGE	USA Country
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		HOW LONG?	IF A LE Where? H 11 Nov. 1925 ZENBHIP () S Country ATION CERTIFICA	AL BY BIRTH?	VE PARTICULA  BY  ISSUED  Year No	MARRIAGE?  Date  Coun	Country
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ì	B.	IF BORN OUTSIDE PORT OF ENTRY?			RIVE IN THIS COU WHAT COUNTRY		
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SEC. 18. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U.S. — (Give residence and business addresses where possible.)

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SEC. 25.	PE	RSON TO BE	NOTIFIED	IN CASE OF	EMERGE	NCY:			
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SEC. 27. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT	DATE 11 May 1950
City and State	Tennent of Bagley
Witness	Signature of Applicant

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

## FIR ICT, NOTI ICATION OF GREATING CR I'S REVOCATION OF STAFF CRYSTOGRAPHIC CLEARANCE (NR 90-0).

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1. AN ENTRY IN ITEM (3) DENOTES THAT THE ABOVE NAMED INDIVIDUAL HAS BEEN GRANTED A STAFF CRYPTO-GRAPHIC CLEARANCE. AN ENTRY IN IS A (2) DENOTES THAT THE STAFF CRYPTOGRAPHIC CLEARANCE HELD BY THIS INDIVIDUAL HAS BEEN REVOKED. THE CLEARANCE, OR REVOCATION, IS EFFECTIVE AS OF THE MONTH AND VEAR IMPRINTED—APOVE, SUBJECT HAS BEEN BRIEFED OR DEBMIEFED, AS APPROPRIATE, CONCERNING, CRYPTOGRAPHIC AND HAS BIGHT AS BEEN BRIEFING, STATEMENT, AS APPROPRIATE, ACKNOWLEDGING RESPONSIBILITY FOR THE PROTECTION OF CRYPTOGRAPHIC INFORMATION, UPON REVOCATION OF THE CLEARANCE SUBJECT IS NOT AUTHORIZED TO HAVE PUBLIER CUSTODY OF, ACCESS TO, OR OTHER WISE GAIN FUTURE KNOWLEDGE OF STAFF CRYPTOGRAPHIC MATERIAL OR INFORMATION.

2. WHEN EMPLOYEE NO LONGER REQUIRES THE CLEARANCE IN CROER TO PERFORM HIS/HER ASSIGNED DUTIES, IT IS REQUESTED THAT THE COMMUNITATIONS SECURITY STAFF, OC, BE NOTIFIED SO THAT THE CLEARANCE MAY BE REVOKED.

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1-EMPLOYEET COMPONENT
1-OFFICE OF PERSONNEL

FOR THE CHIEF, COMMUNICATIONS SECURITY STAFF CHIEF, DOCTRINES BRANCH, OC-S

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# Office Memorandum • United States Government

O : Chief, Employees Division, Special Support Staff DATE: 29 Hay 1950

FROM : Chief, Personnel Security Branch

SUBJECT: BAGIEY, Tennent Harrington - 38638

Reference is made to your memorandum dated 25 May 1950 requesting an extension of the security approval granted for subject.

This is to advise that the security clearance granted on 29 August 1949 is still in effect, provided subject enters on duty within 60 days from this date.

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CONFIDENTIAL

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#### SECURITY APPRICAL

To : Personnel Officer

Date: 29 August 1949

From : C

Chief of Inspection and Security

Number: 38638

Subject: BAGLEY, Tennent Harrington

1. Note "X" below:

Security approval is granted subject for access to classified information contingent upon the receipt of derogatory information at some future date.

Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

Unless the applicant enters upon duty within 60 days from above date this approval becomes invalid.

Your memorandum dated 1 June 1949 stated Eubject is an applicant for the Advisory Council.

Chief, Personnel Security Division

18

FORM NO. 10.101

CONFIDENTIAL

Pyir

RECORD OF PREVIOUS GOVERNMENT SERVICE RETURNED TO FEDERAL RECORDS CENTER IN ST. LOUIS, MO.

SUBJECT: Request for Security Clearance for

Tonnent H. Bagley Intelligence Officer P-8 \$4479.60 Advisory Council

- 1. It is requested that the security investigation be initiated on the above named person, who is being considered for a position with the Central Intelligence Agency.
- 2. Attached hereto are the required copies of the Personal History Statement.
- 3. Please notify this office in writing upon completion of the security investigation.

WILLIAM J. KELLY

Chief, Personnel Branch

Attachments:

Sep 1948

CONFIDENTIAL CENTRAL INTELLIGENCE AGENL PERSONNEL BRANCH ... KEFFRRAL SHEET PB/US APPLICANT'S NAME REQUISITION CONTROL NO. ACTION LYON HOUSENS PETHEN DEVICE ON MINNERS INDICATE ACCEPTABILITY OF BUBLECT BELOW AND RETERN TO THE PERSONNEL BRANCH. PROCUREMENT AND PLACEMENT DIV. JON TITLE AND GRADE REMARKS RB/ASM Mr. Flynn 10 May 1949 Per our conversation. COMFIDENTIAL

FORM NO. 37.8

2l: Fay 1951

Personnel Director, CIA

121 mg = 1 196

FROI's

776

SUDJECT:

Terment E. Eagley

1. It is recreeted that permission the room the Parine Corps and the Celective Dervice for bubled to leave the country on a two-year assignment with this Agency in a transfer.

2. Reless is the information on subject unit:

Selective Cervice:

Boards

1722 Www.

Classification:

Delective Cervice Number:截19 25 1,68

Forme Middless:

Welington, D. C.

l'arius Deserve:

Mank and Jariel Musical Tiret Eleutemant - 31.7506

11th Parine Gorph Accerve District Farine Reserve

3. Cubiect for been to Agency since 2h July 1990 and is unusually well claimed for a felligence work in Austria. If the above permissions are greated, subject will be sent invediately to his assignment.

> i.A.h T. Cunnigham Acting Chief, FOF

Special Coerations

APPROVEDS

Li November 1950

TO

Eployees Division

VIA:

OX3

FROM:

FÓÑ

SIRJET:

Tennent H. Bagley

Mr. Barley has been recalled it active duty as Tiest
Lieutenant in the Marine Corps with effective Bargell December
1950. The order is by letter NC-121761 of Headquarters U. S.
Marine Corps, Washington, D. C., daied 3 Navember 1950 and addressed to his home in La Jolla, Casifornia (copy attached).
Since Mr. Barley is on duty in Washington, he did not receive
the order until 13 November 1950.

Ir. Eagley was employed by this Agency on 24 July 1/50 as a Research inalyst assigned to the Advisory Council. Since reporting for duty, he has been in the Training Courses and will, complete the Advanced Operations course on 1 December 1950. During this period, however, it has been agreed that his qualifications could best be utilized as in Intelligence Officer in Germany, and the papers are may in requesting his transfer to FDM for that purpose.

Request that Mr. Buglives deferment from recall to active duty with the Marine Corps be arranged on the grounds that his work in the Training pursos has shown him to be unusually well qualified for intelliging work in Germany and that men of his caliber and back, which are still backly needed by the German Stations in this temperature can be arranged, he will be sent to Germany as 3-9 The Migence Officer at the earliest opportunity.

Richard Helms Chief, FOM

Attachment

APPROVED

W.S. Thung

#### SECURITY INFORMATION

MENORANDUM FOR THE FILE OF: Terment H. Bagley

FROM: Office of the Personnel Director

I. On 2h May 1951 this office arranged with U. S. Marine Corps
Reserve to have the above-named subject's active
duty orders cancelled. This action was taken because, due to his training and experience, it was felt that the subject would be of more service
to the United States as an employee of the Central Intelligence Agency
than he would be as a member of the Armed Forces.

2. Should the subject resign or otherwise be separated from CLL, please notify this office immediately in order that this cancellation action may be revoked and the subject will be made a free agent.

GEORGE E. MELCON Acting Personnel Director

For the Use of TD(C) or FD(O)

Office of the Personnel Director notified on that the subject has resigned or otherwise been separated from CE.

(Signature)

SECRET

SECURITY DIFORMATION

# SECURITY DIFORMATION

NEMOKANDUM FOR THE FILE OF I

FROM: Office of the Personnel Director

1. On 35 Moy 51 this office arranged with National He quarters of Selective Service that the above-named subject be deferred this office arranged with National Hunduntil further notice. This action was taken because it was felt that the subject would be of more service to the United States as an overseas unployce with the Central Intelligence Agency than he would be as a member of the Armed Forces.

2. Should the subject be transferred to a departmental position, or should he resign or be otherwise separated from CIA, please notify this office immediately in order that his deferment may be cancelled.

> Jeorge Melon Glorge E. Meloon Acting Personnel Director

For the Use of PD(C) or PD(O)

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Office of	the	Personnel	Director	notified.	Ωħ	. *	of	'th
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Transfer to a departmental position within CIA Resignation or other type of separation from CIA

DATED 35 JUH 5

MEW.O

(Signature)

SECRET

· SECURITY INFORMATION

REPRODUCTION MASTER

BIOGRAPHIC

BIOGRAPHIC PROFILE

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